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THE FEDERAL EMPLOYEE

OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES

THE BATTLEGROUND OF RECONSTRUCTION

JANUARY, 1919

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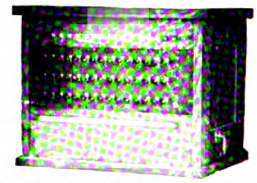

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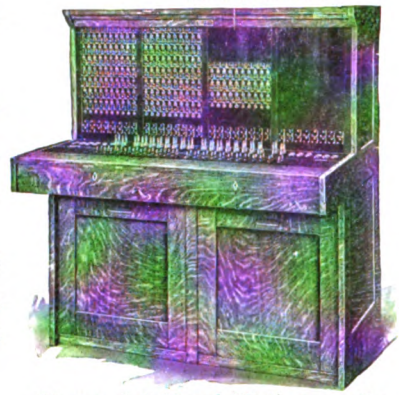

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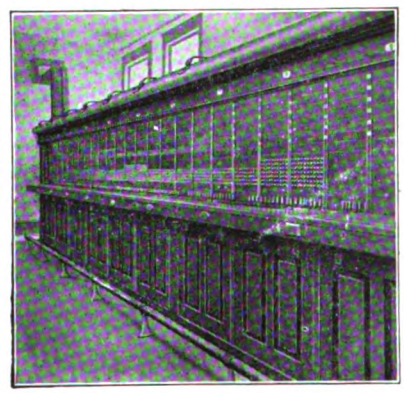

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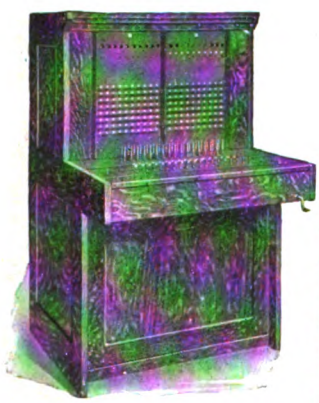

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A Magazine for Government Workers

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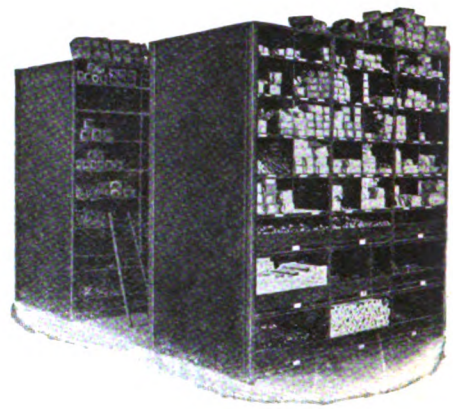

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THE

FEDERAL EMPLOYEE

Vol. IV JANUARY, 1919 No. 1

The Course of Events

A brief summary of things done or planned since the close of our last report—the recent story of matters of particular concern to federal employees in general. Special attention is given late developments in the fight for better salaries and wages in the government service.

$240 Substituted for $120

The House of Representatives by a vote of 202 to 79 has raised the amount of the emergency salary increase for 1920 from $120 to $240.

The provision for a joint commission to investigate and report on salary conditions in the Executive Departments in Washington has been eliminated on a point of order.

The National Federation will make every effort to induce the Senate to grant the full amount asked for, $360.

GENERAL SALARY INCREASE FOR 1920 LIMITED TO $120

THE HOUSE Appropriations Committee has reported to the House, the Legislative, Executive, and Judicial Appropriation Bill for the fiscal year 1920 carrying only the current emergency salary increase of $120.

Amendment of the bill on the floor of the House will be sought by our National Federation, in order to secure the salary increase of a dollar a day, or $360 per year, asked for by the Federation.

BILL CREATES JOINT COMMITTEE ON RECLASSIFICATION

The Appropriations Committee has recommended the creation of a joint commission of five members of the Senate and five members of the House to investigate salary conditions in the government departments and to report a reclassification of the services within the District of Columbia As this commission is to be appointed in the next Congress, however, it cannot be expected to report in time for the workers to receive the benefits of the reclassification during the next fiscal year. Pending a fair and thorough reclassification of salaries, nothing less than a dollar a day increase can meet the situation, the Federation contends.

"The Committee has ignored the fact that living costs have risen and that, with salaries stationary, the condition of the government employees has grown steadily worse and worse," said President Luther C. Steward, of the Federation. "There are thousands of government employees who are receiving less than a living wage, to say nothing of just compensation, and the increase of at least a dollar a day is absolutely necessary if they are to support themselves and their families in health and decency. Our membership, representing every branch of the service, in every part of the country, is demanding, and expects to secure, as fair treatment as that accorded to other American wage workers.

"Reclassification, which is contemplated by the Committee through a joint congressional commission, is a vital need—but the very fact that the increase provided this year is merely a repetition of the provision of last year, arbitrarily made without reference to changing costs of living, emphasizes the necessity for a more elastic method of wage-fixing than Congress has ever employed.

"We ask Congress to grant the dollar-a-day increase pending reclassification. We think this a just request, and we shall do our best to induce the House to amend the Committee's report."

SENATE SUBCOMMITTEE TO CONSIDER JOHNSON-NOLAN BILL

The appointment of Senator Henry F. Hollis, of New Hampshire, as chairman of the subcommittee which is to consider the Johnson-Nolan Minimum Wage Bill for Government employees has just been announced by Senator Hoke Smith of Georgia, who is chairman of the Senate Committee on Education and Labor, to which this bill was referred. The other members of the committee are Senator Wm. E. Borah of Idaho and Senator A. A. Jones of New Mexico.

As Senator Hollis is known to be deeply interested in labor legislation, his selection for this chairmanship is regarded by officers of our National Federation as marking a definite advance for the bill toward a vote in the Senate. It is expected that a date for hearings will be announced shortly.

All kinds of expedients are resorted to by government employees to eke out a living, according to reports on file at National Federation headquarters, from night jobs as bookkeeper to extra

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hours as rag-picker. The service is seriously handicapped through the excessive labor turnover. In the custodian force in the federal building in Chicago, numbering 185, the number of resignations is said to average more than one per day. The last annual reports and the Supplemental Estimates of department heads and other high officials (excerpts from which are given on pages 37-48) lay stress on the grave injury resulting to the public service from existing conditions, especially the totally inadequate salaries paid thousands of employees.

THE OUTLOOK FOR THE MCKELLAR-KEATING RETIREMENT BILL

Very little change has taken place in the retirement situation since our last report. The motion of Senator Sutherland to reconsider the vote by which the Pomerene bill was substituted for the McKellar bill is still pending in the Senate. It is the plan of Senator McKellar to ask for a vote on this motion at an opportune time in the hope that the Senate will reverse its former action. A recent canvass of the House Committee on Interstate and Foreign Commerce indicates that a large majority of that committee favors the general principles of the McKellar-Keating bill. The joint committee of federal employees handling the retirement question, headed by R. H. Alcorn of the Naval Gun Factory, Washington, D. C., Navy Yard, will endeavor to induce the House Committee to report the bill at an early date.

The joint committee gives the following cogent reasons why the McKellar-Keating bill should be promptly enacted into law:

A civil service without a retirement system defeats the purpose of the merit system to maintain a civil service of the highest efficiency through the retention of thousands of employees incapacitated by old age and other disabilities.

The present system of retaining the services of those incapacitated workers is extremely expensive and an unnecessary burden on the pay rolls of the government.

Large corporations interested in maintaining the highest efficiency have adopted liberal retirement systems in the interest of larger dividends. A great number of these corporations pay the entire cost.

Every government in the world except those of the United States, Venezuela and Turkey has the retirement or pension scheme in operation.

The cost of the McKellar-Keating bill will be borne equally by the government and the employees. Any other plan will only serve to defeat legislation along this line.

The retirement annuity, $600 per annum, would be much cheaper than the present plan of virtually pensioning those in the service at full salary.

Civil service retirement has been indorsed by state legislatures, hundreds of city councils, boards of trade and organizations of all kinds representing public sentiment in the interest of humanity throughout the country. The McKellar bill has been unanimously reported to the Senate by the committee on civil service and retrenchment. It has the indorsement of organized labor, including all of the organizations represented in the civil service and the organizations represented in this conference committee.

Retirement is an unredeemed pledge of both major political parties. It was a plank in the platforms. Hundreds of thousands of federal workers and their friends in the labor movement as well as in other walks of life are looking forward to the redemption of this pledge.

The consensus of opinion of the best qualified experts throughout the world unanimously indorses the underlying principle of the McKellar-Keating bill, which equitably divides the cost between the government and its employees.

The return of our many soldiers, sailors and marines will make a demand for places where our boys may honorably and usefully earn their living. The retirement of 7,500 superannuated employees who are in the way will make available automatically that additional number of places.

PAY OF EMPLOYEES OF BUREAU OF ANIMAL INDUSTRY

The Book of Estimates for the fiscal year 1920 makes the following provision for overtime pay for employees of the Bureau of Animal Industry, Department of Agriculture, engaged in meat inspection:

That, hereafter, the Secretary of Agriculture is authorized, in his discretion, to pay employees of the Bureau of Animal Industry employed in establishments subject to the provisions of the meat-inspection act of June thirtieth, nineteen hundred and six, for all overtime work performed at such establishments, at such rates as he may determine, and to accept from such establishments wherein such overtime work is performed reimbursement for any sums paid out by him for such overtime work.

The Department of Agriculture, according to a letter recently received from Secretary Houston with regard to increases in salaries of lay inspectors in the Bureau of Animal Industry, "will continue to promote efficient employees to the extent of the funds available." The Secretary continues, "I cannot say definitely at this time just what further promotions it will be able to make." In the same communication it is pointed out that during the last year "the minimum for lay inspectors was increased from $840 to $960 per annum"; that the salaries of all lay inspectors of the $960 class were raised to $1,080, and of those receiving $1,080 to $1,140; and that the $120 emergency increase was granted the employees of the above-named Bureau.

SEMI-MONTHLY PAY DAYS IN INTERNAL REVENUE SERVICE

The National Federation has taken up with the Commissioner of Internal Revenue, the question of paying employees in the Internal Revenue Service semi-monthly instead of monthly as at present, and the Commissioner is giving the matter serious consideration.

HEARING BEFORE THE SUBCOMMITTEE ON THE LEGISLATIVE BILL

At the hearing granted the National Federation of Federal Employees by the subcommittee of the House Committee on Appropriations (Hon. Joseph Byrns, chairman) charged with the preparation of the Legislative, Executive, and Judicial Appropriation Bill for the fiscal year 1920, the case of the employees was presented by President Luther C. Steward.

PRESIDENT STEWARD OUTLINES POSITION OF ORGANIZED EMPLOYEES

In accordance with the program previously agreed on, a general increase in salaries of $1 a day or $360 a year was asked, to take the place of the $120 increase, which will die with the end of this fiscal year. On page 57 will be found the draft of the section of the legislative bill dealing with the salary question, as proposed by the National Federation. This is based on Section 6 of the existing law, which is changed in the draft only to the extent necessary to incorporate therein the increase asked for.

As President Steward pointed out, the $120 increase was never adequate and the increase in the cost of living during the past twelve months leaves the government employees in an almost intolerable situation.

"All price fixing of commodities, and all wage adjustments for private employment," said Mr. Steward, "have been based on increased cost of production, but the government employee's wage has not been reckoned on this basis, although he has had at the same time to pay those higher prices, including the cost of the higher wage awards. In other words, the costs to government employees are compounded, without the added income received by other wage workers to meet the increased cost.

Citing minimum family budgets, ranging from $1,400 to $1,800 per year for a family of five, as submitted by various official boards and bureaus, Mr. Steward drew special attention to the exhaustive cost-of-living studies of the National War Labor Board, which showed a minimum of $34.80 per week, or 72½ cents per hour, as the minimum necessary to support a family in health and reasonable comfort. "Any wage less than this, according to former Chairman Frank P. Walsh," he pointed out, "is penalizing the worker's family for the benefit of the employer or the general public."

The situation of the federal employees whose salaries are fixed by Congress, as compared with those whose pay is adjusted by wage boards upon the basis of the cost of living, was also dwelt upon by the federal employees' president. The mechanical force of the shipyards and navy

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yards, he stated, have received an increase of $1.52 per day within the past year. Within the last six months those employees have received an increase of 15 per cent, to correspond with the Labor Department's figures for the increase in the cost of living since October, 1917—but the statutory employees and other office workers have had no such increase.

Labor turnover at the rate of 5,000 per month, which, according to the Civil Service Commission in its latest annual report, was the condition in the departments at Washington during the past year, represents an expensive and untrained and therefore highly inefficient working force, Mr. Steward stated, one which to a private employer would indicate an alarming condition of his business. He also emphasized the fact that prohibition of transfers between departments and the establishment of an actual "blacklist" for employees who should resign had been resorted to by departmental executives in order to retain their experienced workers in the face of higher costs of living and the offer of better salaries outside the government service.

SUPPLEMENTAL ESTIMATES SUBMITTED TO CONGRESS WHOLLY INADEQUATE

This year the heads of the executive departments, by request of the President, omitted from the annual estimates submitted to Congress in accordance with law provision for increases in statutory salaries, adopting the unusual course of presenting supplemental estimates dealing with this matter. These supplemental estimates are regarded by the Legislative Committee of the National Federation as wholly inadequate.

After referring to the efforts of the National Federation to "secure the establishment of a wage-adjustment commission and the passage by the Senate of the Johnson-Nolan Minimum Wage Bill for government employees, which has already passed the House by a large majority," the statement of the committee continues:

"The departments' estimates very justly provide first of all for the lowest paid workers, of whom there are many thousands receiving less than a living wage. But they do not give these workers enough. We ask for the Nolan $3-a-day minimum, or $1,080 per year, while they ask for as little as $900 and even $600 in some cases.

"The department heads very justly provide also for better pay for a considerable number of the higher grade executives. This we advocate as a matter of both justice and efficiency.

"But with relatively few exceptions, the department heads 'skip' in their recommendations the vast numbers of the middle group of workers, in which salaries run from $1,200 to $2,000 per year. These employees, like all the rest, have to contend with the fact that the purchasing power of the dollar has gone down to 54 cents, and most of them have families or other dependents to support. If Congress should adopt the departments' recommendations, omitting the $1,200 to $2,000 group from the increases, these employees would suffer an actual reduction in their present pay, because they would lose the $120 increase allowed them during the current year.

"The situation is easily realized on examination of the table of department estimates submitted to the Appropriations Committee. Of the total $2,353,000 called for in these estimates, $1,644,000 would go to the District of Columbia employees alone, the District government having the largest proportion of workers receiving less than a living wage, though not the largest number of all grades. The Interior Department, which is the only department that recommends any considerable number of increases in the grades between $1,200 and $2,000, will receive $259,320. The Department of Commerce, which confines its recommendations largely to the higher salary grades, would receive the next smaller allotment, amounting to $106,580. Thus nearly $2,000,000 of the estimates would be allotted to three departments, while such big establishments as the Postoffice Department and the Navy Department would receive but $8,000 and $7,500.

"In other words, counting only the normal 40,000 government employees in Washington, and leaving out the 50,000 recent appointees, to say nothing of the entire field service, it may be seen at a glance what a small proportion of the government workers would be relieved by the increases asked for by the department heads. Their proposed increases would help, of course, but as a practical measure of general relief from the stress of present high costs those increases would reach so few people that they would be but a drop in the bucket.

"The National Federation of Federal Employees will continue to urge Congress to grant a flat increase of $360 per year, pending the enactment of some measure which will bring about a scientific reclassification of the civil service, through a commission on which the employees shall have representation. This temporary increase, with the passage by the Senate of the Johnson-Nolan Bill, providing a minimum wage of $3 per day, will tide us over to the point where we can, we believe, put the civil service on a sound and business-like basis, with a cornerstone of justice to the workers."

TRANSFERS AND VOCATIONAL TRAINING OF SOLDIERS

Two measures of vital importance to the federal civil service will be introduced in Congress in the near future on request of the National Federation of Federal Employees. One will provide for repeal of restrictions on interdepartmental transfers and the other for vocational training of soldiers and sailors as a prerequisite to appointment to government positions.

The law of 1917 forbidding transfers at higher salaries or with promotion in less than one year has been aggravated since the war began by departmental rulings which, the federation contends, are virtually "blacklist" orders in some departments, namely, the Navy and Interior. The result has been that experienced government workers, although needed seriously on important war work, even when transferred thereto, were denied the salaries belonging to such work. At the same time new and inexperienced appointees, brought in by thousands, have received salaries at entrance higher than the experienced workers were allowed.

The Federation does not contend that the new workers were overpaid. On the contrary, it protests against the generally low salary scale in the Government, and especially against the injustice of holding down the pay of the experienced employees.

The proposed legislation regarding transfers reads:

Be it enacted, etc., That from and after the passage of this Act, and subject to the other provisions of existing law, an employee serving in one executive department or independent establishment may be transferred to any other executive department or independent establishment: *Provided,* That such employee has been an occupant of the position from which transfer is sought for a continuous period of at least six months immediately preceding the transfer requested: *Provided further,* That the United States Shipping Board Emergency Fleet Corporation shall be considered a Government establishment for the purposes of this Act: *Provided further,* That nothing contained in section seven of "An Act making appropriations to supply urgent deficiencies in appropriations for the fiscal year ending June 30th, 1918, and prior fiscal years, on account of war expenses, and for other purposes," approved October 6th, 1917, shall prevent the payment of increased compensation to employees who, within one year, have been transferred from one department or independent establishment to another department or independent establishment.

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THEODORE ROOSEVELT

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The U. S. Employment Service

"A romance of absorbing interest"—how there was built overnight, as it were, vast intricate machinery, which speedily and effectually mobilized an industrial army of two and a half million men for winning the war. The same great engine, reversed, is now proving equally effectual in replacing these millions in the industries of peace.

By D. M. REYNOLDS

Of the Council of National Defense

THE story of the development and growth of the U. S. Employment Service is a romance of absorbing interest, a romance to which a group of loyal, enthusiastic workers under brilliant and able leadership have contributed of their best in mental and physical endeavor, almost to the limit of endurance of both, that a patriotic ideal might be realized and a great service rendered to country and to humanity. Theirs was service to the country of the first magnitude, and that their achievements contributed in large measure toward winning the war is recognized by all who are in a position to know what the Employment Service has accomplished in the comparatively brief period of its existence.

ORIGIN AND STUPENDOUS TASK OF THE EMPLOYMENT SERVICE

Starting from a small beginning in the Immigration Service, the unit almost overnight leaped into a position of usefulness and importance to the world that challenged the admiration not only of governmental departments and the public at large but actually proved a revelation to those in whose brain the plan had had its inception. They had builded even better than they knew, and at the psychological hour that their country had need of the services they were giving to it. Yet even these men, possessed of the vision to see into the future and its vital needs, did not wholly foresee all that they were to be called upon to accomplish. Perhaps it was as well so, for the task was one of almost forbidding magnitude, and the obstacles to be met and overcome were many and complex.

Men in numbers running into the millions must be taken from their ordinary peace vocations and placed in useful war work, and that without delay, for production must be speeded up, and a cry for haste was heard across the sea. Plans also must at the same time be carefully laid for taking care of millions of soldiers and sailors and for placing them in positions at the close of the war, following demobilization. All this must be accomplished with a minimum of disturbance to the industrial field and to the people themselves. The "impossible" was accomplished in the first stages of the plan, and in the brief period of a few months approximately two and a half million men were drawn from their peace occupations and established in work that would help in winning the war.

DIRECTOR GENERAL JOHN B. DENSMORE

SERVICE ORGANIZED AS A SEPARATE UNIT BEGINS WORK

Congress early came to the conclusion that the Service should be a separate unit, and took formal action in this direction in the Urgent Deficiency Bill, approved October 6, 1917, when it gave recognition to the fact that its activities warranted the Service in being operated as a separate entity. An appropriation of $250,000 was set aside for the immediate needs of the new Division. It was not until January, 1918, however, that the Secretary of Labor issued instructions for the creation of a distinct Employment Service, at which time he decided that the Department should consist of the following organization:

Advisory Commission.
Director of Employment.
Assistant Director for Field Work and Quasi-official bodies.
Assistant Director for Administrative Work.
Division of Information.
Women's Division.
Public Service Reserve.
Boys' Working Reserve.
Farm Service Division.
Division of Investigation.
Division of Service Offices.
Statistical Division.

The Service began work at once by establishing offices in several states. Field men with government experience were detailed to states to expand existing offices and organize new ones. Their efforts met with instantaneous success, until at the present time more than nine hundred offices are in existence, all performing services of vital import to the entire country.

Coincident with this early field work thirteen employment districts were organized in the states with a superintendent for each district and a federal director in each state. Shortly thereafter the department approved a plan for dividing the United States into districts, these districts to be based on the Federal Reserve Bank System, except that the employment districts were to follow state lines. Necessities of the service led the Secretary to issue a modification of the order for the organization of the unit. This modification provided as follows:

The Employment Service shall be administered by the department.

There shall be a director, who shall have supervision of all the activities of the Employment Service.

There shall be an Assistant Director who shall perform such duties as may be assigned to him and act as Director in the absence of his chief.

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There shall be a Policies and Planning Board composed of chiefs of the different divisions.

There shall be a Division of Information to be known as the Division of Information, Administration, and Clearance, in charge of ordinary administrative questions, etc.

There shall be organized a Division of Training of Personnel, to give necessary training to the personnel.

The magnitude of the tasks in hand made necessary the creation of subdivisions, though the main framework of the organization as decided upon by the Secretary in January, 1918, still stands practically as organized at that time. Not the least of these tasks fell to the Public Service Reserve. This division supplemented the employment offices with 15,000 enrollment agents, reaching out in all directions into the rural districts, ever in search of workers in less essential occupations, whom they placed in more vital occupations. When final statistics are compiled it will be shown that the Public Service Division has performed a service to the country in its hour of need, second to none. Thousands of men, engineers, technical experts, and the like have been furnished to the Army, Navy, and government departments. Even the Emergency Fleet Corporation has obtained from the Reserve's lists thousands of skilled men, while many hundreds of officers of technical training have been supplied by it to the Army with the least possible delay. No sooner did the need arise for skilled men in any branch than the Reserve had the men ready, even to civilian administrative heads, many of whom were provided from the Reserve lists. Among its various services might be mentioned the enlistment of 1,500 motor mechanics for the aviation service; the submission to the Division of Military Railways for enlistment the names of 4,500 railway men, 470 for the Tank Corps, 472 for tower men for the Navy, and so on. Altogether the Reserve had registered and indexed nearly half a million men, skilled and unskilled, for service, and the zenith of usefulness of this division is yet to be reached.

GREAT SUCCESS ACHIEVED BY THE BOYS' WORKING RESERVE

The Boys' Working Reserve has justified its existence many times over, and early became a vital factor in food crop production. This branch concerns itself mainly with the mobilization and training of boys 16 to 21 years of age and placing them in essential occupations, principally on farms, and has worked out and applied an effective working system. Central farm training camps were established in various states, and in these camps, under proper supervision and moral influences, thousands of uniformed boys received intensive training in agriculture. From these central camps they were sent out to smaller camps known as "Liberty Camps," whence they were taken each morning by farmers who had need of their services. It is a matter of record that many crops doomed to disaster from lack of labor have been saved by the boys so organized and trained, and in one instance the entire beet crop of a state was saved by

ASSISTANT DIRECTOR GENERAL NATHAN A. SMYTH

them. It is gratifying to learn from reports from various directors that more than 95% of boys so placed on farms, have proved themselves efficient.

FARM SERVICE DIVISION A BIG FACTOR IN FOOD SITUATION

Another division that has had to do with the food production of the country and that has accomplished heroic results is the Farm Service Division, and were it not for the thorough work of this division America would undoubtedly have fallen far short of the demands made upon it to feed the world. The problems confronting this unit were handled with system and thoroughness. Conditions were studied at first hand, needs diagnosed, plans prepared, and cooperation with other divisions touching farm problems was sought. The result was a fine working system that produced immediate results and through its operation the wheat crops of the West and Middle West were saved at a time when they were in peril of almost total loss.

HOW THE GREAT WHEAT DRIVE WAS CARRIED THROUGH

Preparations for the great wheat drive illustrate the value of the carefully thought-out system that began to operate early in April last, when the Assistant Director General for the Wheat Drive established employment offices in Oklahoma, Kansas, Nebraska, the Dakotas, Minnesota, Iowa, and Missouri, to which later were added temporary offices in these states to assist in the harvest work. Like a general directing his army, daily reports kept the Assistant Director informed as to conditions, and ripening of fields of wheat, thus enabling him to marshal his forces at any given point with a minimum loss of time and effort. Speed and efficiency marked every maneuver of this land army of nearly ten thousand men, and the wheat crop was saved. Cooperation was sought from the editors of newspapers, who were asked to devote a small space in each issue to the local needs of farmers for help and thus form a Newspaper Farm Agency, to which proposal several hundred papers gave ready assent. Added to these other agencies, moving picture manufacturers were asked to assist by running trailers putting forth the labor needs of the country, and this the manufacturers of film did, at very great expense to themselves. Still further, cooperation of the National Grange was obtained looking to the placing of farm help, each subordinate grange being requested to appoint a member to act as Farm Labor Agent. Commercial organizations throughout the country also were asked to serve as Farm Labor Agents, a request to which they gave ready and cheerful compliance. One of the most important factors that was called into the service was the rural telephone lines, over which at stated hours of the day operators called up farmers, asking as to their labor needs, thus reaching, it is estimated, millions of farmers. The Postmaster General placed at the service of the Employment Service the support of 98,000 third and fourth class postmasters and rural carriers, who lent assistance that cannot be overestimated.

WORK OF THE FLYING SQUADRON OF ORGANIZED LABOR

Early in the life of the U. S. Employment Service the needs and resources of the country, so far as skilled and unskilled labor were concerned, were taken up exhaustively, and in order to make up the deficiency —a disturbing shortage—caused by

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the draft, a flying squadron of properly equipped men was selected through international labor organizations, and these men were able to transfer large numbers from non-essential to essential occupations. But even this was insufficient to make up the deficiency, and action was taken looking to the furloughing of men experienced in the trades and inducting them into war industries, which in large measure relieved the disturbing conditions then existing.

EMPLOYMENT SERVICE TO RECRUIT ALL INDUSTRIAL LABOR

It had now come to the point where the necessity of centralizing all recruiting of industrial labor was apparent, and the War Labor Policies Board decided that such recruiting should be done through or in accordance with methods authorized by the United States Employment Service. In June was begun the organization of State Advisory Boards, Community Labor Boards, and State Organization Committees, in cooperation with employers, employees, and the U. S. Employment Service, for the purpose of recruiting unskilled labor for war work. It was also part of the plan to extend the machinery of the service to all parts of the United States. President Wilson at about this time lent great strength to the plans of the Employment Service by giving his unqualified approval to the decision of the War Labor Policies Board to centralize the distribution of labor in the Employment Service. In the words of the President:

"The U. S. Employment Service must have sole direction of all recruiting of civilian workers in war work; and, in taking over this great responsibility, must at the same time have the power to assure to essential industry an adequate supply of labor, even to the extent of withdrawing workers from non-essential production."

This led to an immediate invitation from the Director General to employment experts to come to Washington for a discussion of plans for the carrying out of the great undertaking. He wished them to give him the benefit of their experience. Out of this conference and the following weeks of study of the internal organization grew a plan of operation, and the Director General authorized a readjustment. This consisted principally in the abolition of the system of thirteen employment districts; the gradual elimination of the district superintendencies; the centering of the responsibility for field organization on the Federal Directors of Employment for the states; the institution of uniform methods of office operation; and the readjustment of the work of the Director General's office in Washington and aligning it into five divisions, each in charge of a director. Still another conference followed, that was productive of much good when state directors of the U. S. Employment Service and of the U. S. Public Reserve were called to Washington for a three-day conference, at which conference every phase of the labor problem was thoroughly canvassed. There were addresses from the Secretary of Labor, the Assistant Secretary, and the Chairman of the War Labor Policies Board, and a mutual understanding of the problems facing the service resulted from the conference, as well as the best methods for solving these problems. More than a hundred officers were in attendance.

This point marked the turn of the balance, and from then on the service has been working along firmly established lines, placing thousands of men, stabilizing industry in various directions, putting pressure of labor on vital points at critical moments and establishing a balance that has been felt in the great work of keeping our armies at the front supplied with needed equipment and munitions.

TASK OF PROVIDING SOLDIERS AND SAILORS WITH SUITABLE JOBS

Since the signing of the armistice on November eleventh two new problems have arisen: first, that of unscrambling the mass and returning men to their former or similar industries; second, that of finding suitable jobs for men of the Army and Navy. The machinery for this task was ready and in working order when the emergency arose, except for the organization of some new units, made necessary by the demobilization of millions of men in the next few months. Complete pooling of effort by the Government and the national welfare organizations to assist in finding suitable employment for soldiers, sailors, and war workers, was accomplished at a conference held in Washington on December 5, at which a plan of cooperative action, linking the national and local machinery of the welfare organizations with the U. S. Employment Service, was adopted. At this meeting there was organized a cooperative Central Committee, which will direct the amalgamated efforts to help the nation's fighters and war workers.

The joint action of the large welfare organizations permits assistance to soldiers, in finding employment, in every army camp and every community in the United States. It further brings to the aid of the Federal Employment Service more than half a million local agencies, such as the local units of the Council of National Defense, the 10,000 Home Service Committees of the Red Cross, and tens of thousands of churches, social, civic and other bodies. It assures the establishment of a cooperative bureau for returning soldiers and sailors in every city and town in the country. The agents of the welfare organizations in the army camps will work with the camp representatives of the Federal Employment Service in acquainting soldiers with the facilities for assisting them after leaving camp, while their agents on homeward-bound transports will perform the same service.

Upon notification of adoption of its program by the Secretaries of the War, Navy, Interior, Commerce, and Agricultural departments, the U. S. Employment Service issued telegraphic instructions to its state directors setting in motion machinery for the immediate establishment of cooperative bureaus. The response was immediate, one state completing the organization of bureaus within forty-eight hours after receipt of orders to go ahead. At the present time bureaus are in operation in every state in the Union and applicants are being placed at a rapid rate.

The Community Labor Boards of the Federal Employment Service, are working jointly in the large towns and cities with the local councils of defense in organizing the drive to assist soldiers and sailors to positions, and in the large communities the managers of the bureaus are, in most instances, regular officers of the Employment Service.

To the Men of Oxford

I saw the spires of Oxford
As I was passing by,
The gray spires of Oxford
Against a pearl-gray sky.
My heart was with the Oxford men
Who went abroad to die.

The years go fast in Oxford,
The golden years and gay,
The hoary colleges look down
On careless boys at play.
But when the bugles sounded war
They put their games away.

They left the peaceful river,
The cricket-field, the quad,
The shaven lawns of Oxford
To seek a bloody sod.
They gave their merry youth away
For country and for God.

—*Intowin.*

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National Federation of Federal Employees

(Affiliated to the American Federation of Labor)

ITS OBJECTS, METHODS, AND ORGANIZATION

The NATIONAL FEDERATION OF FEDERAL EMPLOYEES is an active organization of civilian workers in the government service, composed of representatives from virtually all branches except the postal service, the employees of which have organizations of their own.

The *Objects* of the FEDERATION are: To advance the social and economic welfare and education of the employees and to aid in the perfection of systems which will make for greater efficiency in the various services of the United States.

The *Methods* for attaining these objects are petitioning Congress, creating and fostering public sentiment favorable to proposed reforms, cooperating with government officials and other employees, securing the enactment of appropriate legislation, and other lawful means. Under no circumstances is the FEDERATION to engage in or support strikes against the United States Government.

The FEDERATION now comprises 111 local unions, located in nearly as many cities and towns throughout the United States, in Canada, and the Panama Canal Zone. A list of these unions appears on pages 63 and 64. Additional unions are constantly being formed.

WHAT THE FEDERATION IS FIGHTING FOR

Adequate and proper salaries for the employees of the national civil service, including a minimum living wage.

Standardization and reclassification of the civil service, to the end that salaries and working conditions shall be fairly adjusted in the interest of the efficiency of the service and the well-being of the employees.

Retirement of superannuated employees under a system which shall be equitable and beneficial to both the employees and the Government.

The right of civil service employees to adequate representation in connection with the regulation of the essential conditions of their employment, as salaries and wages, hours of labor, promotions and demotions, transfers, removals, and sanitation.

WHAT THE FEDERATION HAS ACCOMPLISHED

Although the formation of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES dates back only to September, 1917, and the present movement for the organization of civil service employees is but little older, much has already been accomplished—more than had been accomplished in this direction by federal employees without organization during many decades of helpless dependence on others.

More specifically, organization has been instrumental in bringing about, during the very brief period mentioned, these results, among others:

Substantial increases in salaries and wages.

Redress of many grievances of employees in various services of the Government.

The defeat of an attempt, both unnecessary and unjust, to fasten on employees of the Government a longer workday.

The arousing and marked development among federal employees of a spirit of self-reliance and cooperation, and of closer affiliation and sympathy with the great mass of the nation's wage-earners.

GODSPEED TO THE CAUSE FROM "HIGHER UP"

PRESIDENT WILSON (*to the Washington, D. C., Union*).

"They [resolutions of the Washington, D. C., Union] have given me a great deal of genuine pleasure and I wish that I could convey to each member of the Union my most cordial wishes for the New Year."

HON. CHAMP CLARK, *Speaker of the House of Representatives.*

"It gives me pleasure to felicitate the Union on the progress it has made and to extend to it every good wish for the future."

HON. LOUIS F. POST, *Assistant Secretary of Labor.*

"It is really an advance that the people employed by the Government of the United States in such large numbers should have come to recognize their industrial relationship with the people out in the rest of the world who have been trying to organize what is called labor for its own protection during the last forty or fifty years—the period of the present labor organization movement. . . . I think that in respect to your organization and to what you are endeavoring to get I can bring you not only my personal sympathies with your work, but I may safely say that I bring the sympathies of the Department in which I am engaged, and I am sure that Secretary Wilson is thoroughly in sympathy with what you are trying to do."

HON. CARL VROOMAN, *Assistant Secretary of Agriculture.*

"I think it is not only the privilege but the duty of the employees of the Federal Government to organize themselves; to organize themselves not only to see to their own rights, not only to secure for themselves the best kind of treatment from the Federal Government, but in order to increase the efficiency of the civil service of these United States. The possibilities that lie before this great organization . . . are limitless . . . Organized, you can accomplish far more, not only for yourselves, but for the nation, than you have ever been able to accomplish in the past."

HON. SAMUEL J. ROSENSOHN, *formerly Assistant to the Secretary of War.*

"It is the definite policy of the War Department not to interfere in the slightest way with the right of the workers to organize in trade unions and to prohibit any person in the Department from discharging workers by reason of their membership in trade unions for legitimate trade union activities."

HON. CHAS. M. GALLOWAY, *U. S. Civil Service Commissioner.*

"The impression which appears to have been entertained that the Commission objected to its employees becoming members of the [Federal Employees] Union is wholly without foundation and must have arisen from some misapprehension. The Commission has no such objection and has not sought in any way to influence its employees in the matter."

HON. FELIX FRANKFURTER, *Chairman of the War Labor Policies Board.*

"Never before in history have the civilian employees of a government performed duties more vital to the continued well-being of the republic. . . . The chance which the national crisis presented has been wisely utilized by Federal employees. Of my own experience at Washington I can testify to the devotion which you have shown. . . . I take great pleasure in wishing well this valuable organization which represents so many. You are a conscious part of the world-wide labor movement. You are in your Federation endeavoring to make practical the faith that self-government is desirable even beyond the familiar bounds of politics. I congratulate you and the nation you are so faithfully and so successfully serving."

HON. EDWARD N. HURLEY, *Chairman of the United States Shipping Board.*

"I am in hearty accord with the good work that you are doing and I sincerely hope that you will continue working out your problems along sound practical lines."

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The New York City Union

How the New York City Union came into being and grew to be the great organization, with many branches, that it is today. The result is the outcome of hard, persistent, intelligent work in the face of many obstacles.

By WM. E. JUNKER

First Vice-President of National Federation of Federal Employees and Member of F. E. U. No. 4

THE federal employees of the City of New York joined the ranks of organized labor on August 4, 1916. The aims and purposes of this organization were plainly set forth in the preamble of the platform of principles adopted, namely: "to secure for its members all the advantages and benefits known to have accrued from the principle of organization."

PRESIDENT JOHN FITZGERALD

The question has been asked, "Why didn't the employees organize years before they did?" The logical answer might be that there was no incentive nor apparent reason for organizing. It is said that the artist needs "inspiration" and the successful writer requires "color" in order to put "pep" into the finished product. It verily seems that the federal employees of New York, too, required some extraordinary incentive to put them on the union band wagon.

FEDERAL EMPLOYEES IN NEW YORK CITY BEGIN TO ORGANIZE

Some three years ago Brother Ainsworth, father of the San Francisco Union, came east and called a rally meeting with a view of having the employees form a union. He met with no success. Why? It seemed that the motive for such action was still lacking. But a very few months later the essential stimulus was unconsciously supplied by the man from Missouri, when he first introduced his now famous Borland amendment. The New Yorkers read in the daily papers how the federal employees in the Capital City had quickly organized a federal labor union with a view of fighting the proposed legislation, and that the American Federation of Labor had taken a hand in beating the obnoxious Borland rider. This display of progressive organization spirit of the Washington workers seemed to act like the influenza germ and quickly spread to the Empire City, and New York at last woke up.

A self-appointed committee issued a call for a meeting with a view of discussing the advisability of forming a union. Brother Hugh Frayne, our genial friend and General Organizer of the A. F. of L., was invited, and he delivered a most inspiring talk on the benefits of organization. Those present seemed enthused and a temporary organization was formed and a committee on organization appointed. This committee reported at a subsequent meeting, when it was resolved to apply for a charter to the A. F. of L. Brother Frayne delivered the charter at a meeting in the World Building on August 4, 1916, and installed the following officers: W. E. Junker, President; John F. Mann, Vice-President; James J. Kelly, Corresponding Secretary; Jeremiah Monahan, Recording Secretary; John Crown, Treasurer, and Michael Walsh, Guardian.

THE UNION MOVEMENT GRADUALLY MAKES HEADWAY DESPITE OPPOSITION

The union did not grow by leaps and bounds as some of us had anticipated. Many employees were afraid to join for fear their superiors might object. Some of the workers displayed a strong dislike for some of the leaders of the parent organization. Others vehemently objected to our joining the A. F. of L. as an integral part and advocated the forming of an independent organization. Then there were those who strenuously objected to having to separate themselves from a two-dollar bill as their contribution for initiation fee and three months' dues, the principal reason for the "kick" of this group being that if, eventually, some benefits should be obtained as a result of our

SECRETARY HENRY H. CRUM

organized effort, these advantages would be on tap for them, too, free of expense, even though they did not join the union. But the enthused band of pioneer workers resolved then and there never to let up until the flag of success had been safely nailed to the masthead of the union ship, come what might. A systematic campaign of education was mapped out and the boys knuckled down to hard duty work six and seven nights a week. Success at first was slow. But owing to the tireless and persistent pegging away of these union volunteers, we steadily gained more and more recruits for our cause and we converted a goodly lot of the doubting Thomases

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to the organization angle of view. And after a few months' hard work the efforts of these workers were crowned with glorious success and the union's membership was increased by groups of workers.

ORGANIZATION PROBLEMS ARE SUCCESSFULLY WORKED OUT

On account of the various classes of employees, which began to join the union, it was deemed best to organize each group of workers, under its own officers, as a separate "branch" of the union. This system of branch organizations has proved a success. It enables the members of each branch to discuss fully at the monthly meeting any grievances they may have and the remedy to be applied, put matters into concrete shape and then have their delegate present same at the meeting of the Board of Representatives, the central body of the union, for indorsement and disposition. This Board of Representatives consists of one representative for each fifty members or major fraction thereof of the various branches, and it meets monthly.

Considerable impetus was given to the growth of the union after the passage of the five- and ten-per cent bills. At the first annual convention, held in Washington, the membership numbered approximately 950 members. At this convention President Junker was elected one of the national officers and was therefore not a candidate for reelection at the annual electon in October, 1917.

Mr. John Fitzgerald, President of the Appraisers' Stores Branch, was unanimously elected President of the Union. During his incumbency the membership has been more than trebled. In addition, permanent headquarters have been opened in the World Building, a complete office equipment has been installed and accommodation is supplied for the meeting of the branches at headquarters. It is the aim and purpose of the union to aid the various *groups* of employees in bettering their working conditions and to adjust any grievances presented. All such petitions, having these aims in view, must emanate from and be approved by the branch of which the petitioners are members. The matter is next brought before the Executive Committee, consisting of the Past Presidents and officers of the union and the Presidents of the various branches. Each petition is voted upon and with its recommendation laid before the Board of Representatives or the union for final disposition. The usual procedure is then to take the matter up with the local executive official of the Government, and if unsuccessful, to submit complete details to our national officers for their action and disposition.

NEW HOME OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES
The Continental Trust Building, Fourteenth and H Streets Northwest, Washington, D. C. The offices of the Washington Local (No. 2) adjoin those of the National Federation on the fourth floor.

The officers of the Union at this time are: *President,* John Fitzgerald; *Treasurer,* Alfred I. Merkle; *Corresponding Secretary,* Henry H. Crum; *Recording Secretary,* John B. Greiner; *Registrar,* J. P. Thomas.

Favor Child Labor Tax

The Senate recently approved a bill assessing a tax of 10 per cent on child labor by a vote of 50 to 12. The minority vote was cast by southern democrats. The new amendment was drawn after the decision of the Supreme Court invalidating the previous law and has the approval of the President. It provides that those who employ child labor "shall pay for each taxable year, in addition to all other taxes imposed by law, an excise tax equivalent to 10 per centum of the entire net profits received or accrued for such year from the sale of the products of such labor." The labor of children is prohibited in certain industries under 16 years and in others as low as 14. The amount of revenue resulting from the amendment may be nominal. The main purpose of this legislation is to stop a very great evil and throw around the children a protection that will assure the nation a more vigorous and healthy progeny.

You can tell a real patriot by the way he cooperates!

Cooperation between employers and wage earners makes good times!

Mrs. Russell—What is your husband's average income, Mrs. Harper?

Mrs. Harper—Oh, about midnight. —*Life.*

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The Jester's Page

The Minister and the Devil

The story is told of Horace Greeley that, in his salad days, when following the gentle avocation of printer's "devil" as a means of earning his daily bread, he was greatly enamored of the daughter of the minister of the church which he was wont to attend. For a while at least fortune seemed to smile on his suit. One day the young lady of his choice gave him a cordial invitation to accompany her to church the following Sunday, saying that her father was to preach a sermon which he thought would be of special interest to the future editor. Needless to say the next Sabbath found young Greeley, arrayed in his best, sitting beside the fair object of his devotion in the ministerial pew. Naturally enough many of the village people cast stray glances at the youth bold enough to court the parson's daughter. At length the auspicious moment came; the minister was about to begin his discourse, and Horace was all attention. Imagine his dismay when the holy man, looking pointedly at the unhappy youth, gave as his text, twice repeated for emphasis, "Lo! My daughter is grievously tormented by a devil."

Ordnance Department Proverbs

A time card stirreth up strifes, but a pay check covereth all woes.

Love not sleep lest thou come after 9.05 a. m.

An indorsement passeth the buck, but another indorsement soon passeth it back.

Better is a dinner of crackers and cheese where home is than a turkey where a long line standeth.

It is better to dwell in a corner of a housetop than to have three roommates.

Train up a stenographer in the ways of your work and your superior officer taketh her for his secretary.

Take thy recesses and breathe deeply.

Trust in the card index with all thine heart and depend not upon thine own memory.

He that walketh to work getteth there surely.

Woe be unto him who loseth his pass.

—*Intowin.*

We are told that we have ascended from the ape; but some of us are using round-trip tickets.

No Financier

"Pat" shouted an officer to his Irish servant, "here's a shilling to get me some cheese, and a shilling for some biscuits."

Pat started on his errand, and, after a long delay, returned, fumbling with the coins in his hand apparently in great distress.

"Well, Pat, what's wrong?" said the officer.

"Shure, sir, Oi've got the shillings mixed, and Oi don't know which is for cheese and which is for biscuits." —*Tit-Bits.*

Nothing in a Name

Mr. Grouch was in an unusually bad humor because he had not been able to get home for his Christmas dinner.

"Look here, waiter," said he, scowling deeply over his plate. "I ordered turtle soup. There isn't even a morsel of turtle flavor in this."

"Of course not," returned the waiter. "What do you expect? Shakespeare said there was nothing in a name. If you ordered cottage pudding would you expect a cottage in it? In Manhattan salads would you look for a Flatiron or a Singer Building? You can't expect to come in here and order a Christmas dinner for fifty cents and have a Christmas tree thrown in. Any tea, sir?"—*Ladies' Home Journal.*

Why Royalty Bored Him

For three weeks he had borne all the horrors of the annual cleaning without a murmur. Then his patience gave way.

"And you," sobbed his wife, "you used to tell me I was your queen."

"Yes," he said, with a wild glare in his eyes; "but when a man finds his queen has used his best tobacco jar for pale oak varnish and his meerschaum pipe for a tack hammer he begins to grasp the advantages of a republic."—*Tri-City Labor Review.*

Exempted

The Fag—"Oh, I'd go to the war quick enough, but mother wouldn't like me to; and I've never disappointed her since the day I was born."

The Snag—"Well, if she was hoping for a daughter, I'm sure you've done your best to console her."—*Sydney Bulletin.*

His Returns

"Did you ever realize anything on that investment.

"Oh, yes."

"What did you realize on it?"

"What a fool I had been."—*Baltimore American.*

Primary Education

Little Tommy had spent his first day at school.

"What did you learn?" he was asked on his return home.

"Didn't learn nothin'."

"Well, what did you do?"

"Didn't do nothin'! A woman wanted to know how to spell 'cat,' and I told her."

Shaky

"I have been the architect of my own fortune, sir."

"I thought so. Lucky for you the building inspector wasn't around when the structure was erected."

Getting His Number

Edith—Dick, dear your office is in State street, isn't it?

Dicky—Yes. Why?

Edith—That's what I told papa. He made such a funny mistake about you yesterday. He said he'd been looking you up in Bradstreet.—*Pittsburgh Dispatch.*

Two Reasons Why

There are two reasons why some people don't mind their own business. One is that they haven't any mind, the other that they haven't any business.—*Harvard Lampoon.*

Not Large

Maude—Fred seems to be wandering in his mind.

Betty—Then he can't stray far.

What He Was Afraid Of

Percy—Lend me a five, old chap, and I'll be everlastingly indebted to you.

Reggie—That's just what I'm afraid of, old fellow.—*Pathfinder.*

In the Department Store

He wanted a copy of "Tales from Shakespeare" by Charles and Mary Lamb, and being in a hurry, he asked the clerk for "Lamb's Tales," only to be told by the sweet young thing behind the counter, "Lamb's tails? Fur department—third floor."

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Forceful Words from Big Men

Ex-President Taft and Frank P. Walsh, Joint Chairmen of the National War Labor Board, here give their views on wages, hours of labor, necessity and value of unions — of particular moment to government workers, whose salaries are often compared to those paid in the commercial field.

By William Howard Taft

THE National War Labor Board submitted to the Secretary of Labor and the President the question whether, in view of the cessation of hostilities by the armistice, its labors should be considered at an end. . . .

The Secretary of Labor, after conference with the President, has advised the Board that they deem it necessary for the Board to continue in life and in action until peace shall be declared by the President after the ratification of the treaty of peace. . . .

SIMILAR BOARDS NEEDED AT LEAST FOR READJUSTMENT PERIOD

The conclusion of the President is a wise one. Indeed, the experience of the National War Labor Board justifies the conclusion that a Board of somewhat similar jurisdiction should be created either by the President or by law as an instrumentality for the peaceful settlement of industrial disputes during the period of readjustment after the war, if not thereafter. The Board should be constituted, as this one is, of representatives of organized labor, chosen or nominated by organized labor, and of representatives of the employer group, chosen or nominated by the associations of that group.

Then, if such can be found, there should be put upon the Board men of intelligence with no predilection for either side. The difficulty of easily reaching a decision in a board so constituted on any industrial issue is manifest, but if both sides have an earnest desire to reach a conclusion and serve the purpose of their creation it is not impossible.

BOARD WILL INSURE JUSTICE AND MAINTAIN PEACE

Of course, the decisions are more often compromises than judgments based on clearly reasoned considerations. Neither side may be able to justify to itself, by logical steps, the decision; but after a while, by the constant recurrence of cases of similar character a rule of decision will be reached which approximates practical justice. When this is made clear employers and workers will base arguments on it without resort to the tribunal.

While it is an anomaly to have a tribunal of quasi judicial duties composed of partisans, the great advantage of such a board is the confidence on the part of each side that with such partisans on the Board real injustice will not be done that side. In many industrial fights it is more important that peace should be established than that there should be a nice weighing of exact justice between the contending parties. More than that, it is very difficult to say, for instance, in the matter of wages, what shall be the division of the joint product of labor and capital.

ORGANIZATION ESSENTIAL FOR LABOR AND HERE TO STAY

The theory of labor is that it has never been adequately paid, and that any means of increasing its share is only a step toward real justice. The law of supply and demand will not be entirely ignored in wages any more than the law of gravitation in the physical world. While by the use of strikes and other pressure which organized labor is able to bring, its force may be mitigated for the time, ultimately it cannot be excluded as a factor. Still, the organization of labor has demonstrated that wages may be made higher through collective bargaining and group dealing than they would be were there no such massing and concentration of the interests of individual laborers.

Organization of labor has become a recognized institution in all the civilized countries of the world. It has come to stay; it is full of usefulness and is necessary to the laborer. It shows serious defects at times and in some unions. These are an apparent willingness to accept benefits enforced through a fear of lawlessness, a disposition to use duress to compel laborers to join unions, and efforts to limit output and to create a dead level of wages, and thus wipe out the necessary and useful difference in compensation of those who are industrious and skillful and of those who are lazy and do not strive to increase the product of the employer whom they serve.

JUSTICE, NOT PATERNALISM, NEEDED ON PART OF EMPLOYERS

These are evils that as the unions grow in wise and intelligent leadership we may well hope are well being minimized.

Much can be done by employers in anticipating just demands of employees. Workers have had too many instances of holding back of employers until they are forced to do justice. Too many employers seek to justify failure to raise wages by pointing to their welfare work for their employees. This is of a paternal character and impresses the workers with the idea that they are being looked after as wards and not being treated as men capable of exercising independent discretion as to their welfare. They are apt to give the employees the idea that it is a generous concession they are making out of the goodness of their hearts and that they are not merely yielding a right in fair exchange for what they receive.

EXTREMISTS ON BOTH SIDES HARD TO DEAL WITH

The most difficult persons to deal with are the extremists on both sides. On the side of labor there seems to be so much suspicion by one leader of another, that few are willing to make a just concession, not because they don't recognize its justice, but because if they admit it they are charged with betraying the cause of labor. Thus they furnish to their rivals in leadership among workingmen the opportunity to undermine their standing with their fellows. This often puts the labor side in an indefensible position and offers to its enemies a basis for criticism that might easily be avoided.

On the other hand, there is among employers the bourbon, the man who never learns anything and never forgets anything; the man who says: "It

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is my legal right to manage my business as I choose, to pay such wages as I choose, to agree to such terms of employment as I choose, to exclude from my employment union men, because I don't approve of the tenets of the union, and to maintain a family arrangement of my own. I do fairly by my men; I pay them what I think is right, and they will not complain unless some outside union agent interferes. I run a closed non-union shop, and I am happy and propose to continue happy."

This man is far behind in the progress of our social civilization. He lacks breadth of vision extending beyond the confines of his shop. He looks to fear of courts and injunctions and police and militia as the ordinary and usual instruments for continuing his business peacefully and maintaining his rights. He is like the man who regards the threat of a divorce court as a proper and usual means of continuing domestic happiness. He does not recognize that we have advanced beyond the state in which employers and employees are mere laws unto themselves.

He does not see that the whole public is interested in industrial peace. He does not see that the employers have certain duties social in their nature that are not defined and are not enforcible in law, but exist just as family duties of care and affection exist. He has not followed the growth of things.

COLLECTIVE BARGAINING A NECESSITY FOR THE WORKERS

As long as the system that he insists upon continued, individual laborers were at the mercy of their employers. Whatever they got was a concession. They could not maintain themselves in a contest with their employer, dependent as they were on their daily wage and independent as he was with accumulated capital. That very unjust situation led to the organization of labor that the employee by massing contributions may maintain himself during an industrial struggle without wages.

This has come to collective bargaining, which is bargaining by the group system. A group of laborers knowing their rights and knowing how to maintain them, put themselves on a level with their employers and the result reached is far nearer a just one than any before attained. That it may often be unjust goes without saying, but so are all human attempts to reach the right line. Of course those individual laborers who do not see the advantage to them of the group system have a right to stay out and must be protected in doing so. But whether we will or not, the group system is here to stay, and every statesman and every man interested in public affairs must recognize that it has to be dealt with as a condition, to be favored in such a way as to minimize its abuses and to increase its utility.

WORKERS HAVE ACQUIRED SENSE OF POWER IN UNITED STATES

The workingmen of the country since the war began and the importance of their group action, as been emphasized by the requirements of the war, have been given a sense of power in their united action which we must recognize and deal with. Of course, they may abuse this power, and, if so, they may find that they are not the entire community; but if under level-headed leadership they do not push it to an excess, they will be able to do much for their members and indeed for the community at large.

The junkers and the hunkers on both sides must stand aside and will be set aside if common sense prevails. The danger from Bolshevism is far greater than from reaction to the bourbon type of employment. The intelligent, conservative leaders of the labor movement should be encouraged. Their difficulties in dealing with their extreme constituents should be recognized. . . .

By Frank P. Walsh

I CONSIDER it most deplorable that immediately following the patriotic outburst of our people over the victorious close of the war, a man assuming to speak for large employers should have for his first utterance that the workers of America must be deprived of the 8-hour day; implying that the 8-hour day was something that was extended to labor as a war measure.

EIGHT-HOUR DAY ESSENTIAL TO WORKERS' WELL-BEING

The fact is that the fine thought of this country, in both the ranks of workers and employers, and the general public, is with the declaration which President Wilson made almost five years ago, to the effect that society had reached the point where it was insistent in its demand that no man should be compelled to work over eight hours a day in order to earn a living. This was not, even at that comparatively early date, an arbitrary announcement, but simply a declaration of a palpable economic and physiological fact: That man's best efforts and fullest life can only be accomplished when he is not taxed beyond his physical strength by his daily task, and when he has sufficient time for his mental development and recreational needs, all of which are a necessary basis for useful citizenship.

The so-called basic 8-hour day, which is criticized as being a mere scheme for raising wages, will disappear when the actual 8-hour day is installed with a fair living wage for eight hours' work. When men insist upon working more than eight hours a day it is because they cannot make enough to live upon in comfort during eight hours.

WAGES ARE NONE TOO HIGH TODAY EVEN FOR PEACE TIME

As to wages: It may be a startling fact to some, but nevertheless the research of our Government shows conclusively that prior to the war the great majority of the common laborers of the country were earning far below enough to live upon. The deficiency was made up by public and private charities, so that the community as a whole carried the heaviest burden of the cost of industry. With the increased cost of living during the war, it was found that *the lowest possible wage upon which a worker and his family could subsist in health and reasonable comfort was 72½ cents per hour; this, of course, based upon the actual 8-hour day.* [Italics ours. —EDITORS.]

The National War Labor Board fixed the minimum rate for common labor at 42½ cents per hour, a bare subsistence wage. If the industries of the country are to be on a self-sustaining basis after the war and common laborers are not to be forced to live in part upon charity, it is obvious that there can be no reduction of wages, at least in the field of common labor.

Likewise, as the wages paid skilled mechanics, considering the preparation for the work and the value of the product turned out, as well as the colossal fortunes gained by others from their energy and skill, in my opinion no disinterested person who has made a careful study of the question can honestly say that wages of skilled craftsmen in general are too high today, even for peace time.

The fact is that on account of economic repression of various kinds, workers prior to the war were not in a position to secure anything like the fair fruits of their efforts from employers. War necessity, shortage of labor, accelerated movement in trade union organization, and a desire upon the part of the Government, as well as many large employers, to deal justly with workers, all have operated to bring wages to the present general standard. When the cost of necessities of life diminishes to a pre-war level (which I doubt will occur within

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less than five years), then the workers in the average industry will be receiving only a fair return for their work, if present wage standards are rigidly maintained, otherwise not.

DANGER FROM ULTRA-RADICALISM AND ITS AVOIDANCE

The reconstruction problems in industry are manifold and must be met in the highest spirit of fairness and accomodation. To throw the whole subject into the realm of bitter controversy at this time will make the task of allocating the industrial structure exceedingly difficult. None but the thoughless have failed to observe the sweep of ultra-radicalism throughout the world; call it what you will. That it has roots in this country cannot be denied, and the situation must be faced by our common citizenship in a spirit of breadth and clear understanding.

If America can handle its industrial and economic problems with justice and fairness and in the period of reconstruction establish a constructive program which will lead us along a broad highway of consideration and justice for the producing masses, it will not only bring enduring contentment and happiness to our people, but make our country the exemplar of the rest of the world. I confidently believe that this great end can and will be attained.

If, however, these self-constituted spokesmen of industry (who I refuse to believe typify the enlightened employers of the country), in their fatuous disregard for things as they are, insist upon reaction as expressed in their threatened extension of the hours of labor, wage-cutting, and like practices, the industrial workers of the country may take their threats seriously, make common cause with the farmers and agricultural laborers and, through peaceful political means, take charge of and operate the Government solely in the interests of the producing masses, changing our present industrial and economic regime with a thoroughness and swiftness unparalleled in the history of nations.

An Important Conference

Problems of vital concern to federal employees—Government Insurance, Economic Organization of Industry, Demobilization, Interests of Women Workers, Employees' Compensation—discussed at the Richmond meeting of the American Association for Labor Legislation. The National Federation of Federal Employees was well represented at this gathering.

SOCIAL insurance for Government employees, especially the McKellar-Keating Retirement bill and a proposal to extend the benefits of the war risk plan to the civil service, occupied prominent place in the discussions of the American Association for Labor Legislation at its annual meeting held at Richmond, December 27 and 28. By unanimous vote the meeting adopted a resolution urging Congress to pass the Retirement bill, and the Association's President, Dr. Samuel McCune Lindsay, who devoted his annual address to the subject of "Next Steps in Social Insurance," advocated as one of these steps that the civilian employees of the United States Government be given opportunity to obtain life, health, and accident insurance through Government agency at the same low cost now available to the men in military service.

The Richmond program dealt throughout with the immediate social and economic issues requiring legislation. The speakers included government officials, specialists, and trade-unionists, two of them classifiable in all three of these groups through their membership in the National Federation of Federal Employees—namely, Ordway Tead and Miss Mary Van Kleeck. Mr. Tead, it will be remembered, wrote recently an article on government trade unions (see page 23) in which he effectively answered the reactionary argument of William Dudley Foulke, of the National Civil Service Reform League.

UNEMPLOYMENT, DEMOBILIZATION, AND PROBLEMS OF WOMEN WORKERS

At the Richmond conference, discussing the prevention of unemployment, Mr. Tead, with characteristic vigor and clear-headness, urged unemployment insurance, as advocated by the American Association for Labor Legislation and contemplated in the reconstruction program outlined by the National Federation of Federal Employees' Convention at Chicago, and further proposed that industry organize nationally both the demand for and the sale of its products. "This is no Utopian dream," said Mr. Tead, "but a practical possibility which should be carried out by each big industry within

(Continued on page 20)

U. S. EMPLOYMENT SERVICE CLUB'S FIRST "AFFRAY"

The U. S. Employment Service Club was organized December 10. All members of the U. S. Employment Service are eligible to membership. A constitution second only to that of the United States was adopted, and the following officers were elected: Honorary President, John B. Densmore; President, Marguerite Mitchell; Vice-Presidents, Sanford H. E. Freund, Mrs. Margaretta Neale, Nathan A. Smyth; Secretary, Aline Solomons; Treasurer, Harry Parks. *Advisory Committee*: Mr. Densmore, Mr. Smyth, Mrs. Neale, Mr. McGrew, Mr. Hall, Mr. Freund, Mr. Steward, Mr. Chiquoine.

MR. STEWARD, Chairman, Executive Committee; MRS. ELDRIDGE, Chairman, Entertainment Committee; MR. PARKS, Chairman, Finance Committee; MISS STEIN, Chairman, Publicity Committee; MISS CHILDS, Chairman, House Committee.

The dues are 25 cents a month and the chief object is to promote sociability.

A dancing class under the leadership of Miss Mary Weir, of the Mail and Files Section, is meeting Monday evenings, in the Gordon Hotel.

The first "affray" of the Club was a dance and reception at Rauscher's, January 11, which, in the words of our Assistant Director General, gave ample evidence that the U. S. Employment Service is ornamental. There could have been no real U. S. Employment Service party without the radiating personality of our "BIG CHIEF." We were received by Miss Mitchell, President of the Club, our "big chief" Mr. Densmore and by Mrs. Neale and Mr. Smyth.

The Reception Committee consisted of the officers and the members of the five committees mentioned above, assisted by twenty young women. Army, Navy and Marine officers lent a military coloring which was heightened by the presence of several Croix de Guerre.

The success of the party was largely due to the efforts of the Mistress of Ceremonies, Miss Mary Weir. Thanks are also due to the orchestra, who generously gave many encores, and to everyone who helped to make the happy evening.

The committee has planned to give entertainments monthly, and of such variety that each member will have a chance to indulge in his pet diversion. A vaudeville and dance is planned for February, when the latent talent of the Service will be brought forward. All those who sing, play, recite, or dance have been requested to line up.

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America in 1918

This searching questionnaire is a ringing appeal to every thinking man and woman in the country to consider most seriously some of the gravest of our national shortcomings. The distinguished author has never done finer public service than in bringing these stupendous problems so graphically before the American people. We must grapple with them, as with the problems of war, the slogan "Courage and Victory" on our lips.

From the last annual report of

HON. FRANKLIN K. LANE, *Secretary of the Interior*

(With a slight annotation by the editors)

THE VITALITY of this question[1] was put strongly to the nation during the past year in a form that was not altogether agreeable; for the draft revealed the astonishing percentage of those in this country who were unable to speak our language or to read or write any language. Yet, I take it, there is no one thing so supremely essential in a government such as ours, where decisions of such importance must be made by public opinion, as that every man and woman and child shall know one tongue—that each may speak to every other and that all shall be informed.

There can be neither national unity in ideals nor in purposes unless there is some common method of communication through which may be conveyed the thought of the nation. All Americans must be taught to read and write and *think* in one language; this is a primary condition to that growth which all nations expect of us and which we demand of ourselves.

What should be said of a world-leading democracy wherein 10 per cent of the adult population cannot read the laws which they are presumed to know?

What should be said of a democracy which sends an army to preach democracy wherein there was drafted out of the first 2,000,000 men a total of 200,000 men who could not read their orders or understand them when delivered, or read the letters sent them from home?

What should be said of a democracy which calls upon its citizens to consider the wisdom of forming a league of nations, of passing judgment upon a code which will insure the freedom of the seas, or of sacrificing the daily stint of wheat or meat for the benefit of the Roumanians or the Jugo-Slavs when 18 per cent of the coming citizens of that democracy do not go to school?

What should be said of a democracy in which one of its sovereign states expends a grand total of $6 per year per child for sustaining its public-school system?

What should be said of a democracy which is challenged by the world to prove the superiority of its system of government over those discarded, and yet is compelled to reach many millions of its people through papers printed in some foreign language?

What should be said of a democracy which expends in a year twice as much for chewing-gum as for schoolbooks, more for automobiles than for all primary and secondary education, and in which the average teacher's salary is less than that of the average day laborer?

[*What should be said of a democracy in which the National Legislature permits three-fourths of the teachers in the public schools of the Nation's Capital to work for a pittance of* not more than $800 a year?

A democracy in which the Librarian of the great National Library makes the caustic comment that "the salaries paid a large part of the library staff today are not living salaries," *66 per cent of the entire staff receiving $1,100 a year or less?*

A democracy in which there were in its Civil Service (even before war conditions led to a large increase in the force) more than 65,000 full-time employees paid less than $3 a day or $1,080 a year?

A democracy in which the Secretary of the Treasury and other department heads are compelled to urge higher salaries for civilian employees on the ground of humanity *as well as of economy and efficiency, and in order that our Government may not continue in practice to* lag behind private employers *to whom it preaches enlightened treatment of workers? And, finally—*

A democracy the civil servants of which, with but very few exceptions, have no more voice in the regulation of the conditions attached to their employment than have the benighted denizens of Timbuctoo?—EDITORS.]

What should be said of a democracy which permits tens of thousands of its native-born children to be taught American history in a foreign language—the Declaration of Independence and Lincoln's Gettysburg speech in German and other tongues?

What should be said of a democracy which permits men and women to work in masses where they seldom or never hear a word of English spoken?

Yet this is all true of the United States of America in this year of grace 1918, wherein was fought the second Battle of the Marne and the Battle of the Argonne Forest.

These figures and facts look discouraging. They seem to present a picture that bodes ill for the republic. But in reality they present an outlook that is far from disturbing, and that is the one cheering thing about such a government as ours, wherein we can do as we will. And our will to do is never wanting when we see clearly the difficulty and know the way out. Already there have been devised methods by which these conditions may be remedied in large part, and these methods have been worked out practically by experiment and in no little detail.

If once we realize that education is not solely a state matter but a national concern, the way is open. And what argument that could be advanced would be more persuasive that education deserves and must have the consideration of the Central Government than the figures that are given?

[1] The question to which Secretary Lane here refers he puts thus: "Are we making out of America as a growing crop all that might reasonably be expected or that is demanded by our position in the world?"

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An Important Conference

(*Continued from page* 18)

itself. It would substitute intelligent cooperation for cutthroat competition, increase and stabilize demand, and consequently increase and stabilize output and prevent unemployment."

At the same session of the conference, which was devoted to problems of demobilization, the mustering out of the National Army and the difficulties encountered in placing the men were discussed by Nathan A. Smyth, Assistant Director General of the United States Employment Service. Mr. Smyth advocated as a substitute for the present plan of mustering out by military units, the immediate discharge of all men who have the certainty of jobs awaiting them, retaining in camp temporarily the men for whom jobs have to be found. In all cases, said Mr. Smyth, the soldiers should be allowed thirty days' pay in advance, and not dismissed as at present with merely the past month's pay.

The afternoon session on the 28th, presided over by Mrs. Raymond Robins, president of the National Women's Trade Union League, covered a variety of topics under the general head of "Some Legislative Phases of Labor Reconstruction," but gave the principal place to the problems of women workers. Miss Mary Van Kleeck, director of the Woman-in-Industry Service of the Department of Labor, who was the principal speaker on this subject, sounded a warning as to the reactionary tendency now manifest toward the women who have entered new fields of industry during the war, and the apparent desire of the male workers to eliminate them. This problem is not to be solved on sex lines, declared Miss Van Kleeck. The right of the soldier to his former job is not contested, by either women or men, she pointed out, but the right of other workers to other jobs should be determined on the basis of fair competition, irrespective of sex.

WORKMEN'S COMPENSATION AND OLD AGE INSURANCE DISCUSSED

Workmen's compensation for industrial cripples and the deficiencies of the present United States employees' compensation act were other subjects discussed by speakers at the conference. The American Association for Labor Legislation is endeavoring to secure the extension of the soldiers' and sailors' rehabilitation act to the men and women crippled in industry, who far outnumber the war cripples. Dr. Royal Meeker, Commissioner of Labor Statistics of the Department of Labor, discussing workmen's compensation, urged the immediate enactment by Congress of such a law for the District of Columbia to give the workers living under federal jurisdiction the same protection that has now been given to the workers in the states that have passed workmen's compensation acts.

"Old Age and Health Insurance" was the subject of a paper by John A. Lapp, director of Investigations of the Ohio Commission on Old Age and Health Insurance. Mr. Lapp's paper led up to the resolution endorsing the McKellar-Keating Retirement bill, which was presented by Mr. Robert H. Alcorn, chairman of the Joint Civil Service Retirement Committee.

N. F. F. E. WELL REPRESENTED AT THIS IMPORTANT MEETING

Members of the National Federation of Federal Employees who attended the conference were the National President, Luther C. Steward; R. H. Alcorn and C. Eder Reed of the Joint Civil Service Retirement Committee; Miss Florence P. Smith, corresponding secretary of Local No. 2, Washington; Miss Mary Van Kleeck, director of the Women-in-Industry Service, Miss Clara E. Mortenson, secretary of the Minimum Wage Board of the District of Columbia, and Ordway Tead of the United States Employment Service, all members of Local No. 2, Washington; Miss Ethel M. Smith, secretary of the Legislative Committee of the National Federation of Federal Employees and of the Legislative Committee of the National Women's Trade Union League; James B. Botts, Federal Director of the United States Employment Service for Virginia, and Ralph Izzard, special assistant to the Director General, both of the Richmond local.

True to the Last Word!

Postal employees, in common with all other workers, will suffer a distinct loss in Congressman Keating's absence from the 66th Congress. In the vernacular of the office Ed. Keating had "everything." He had personality, ability, a wonderful grasp of the large fundamentals, and the patience to study the minor legislative woes of the submerged government employee. In a comparatively short legislative career he had won a high place in the House. As the chairman of the labor group he was the recognized spokesman for the organized workers on the House floor. He represented more than one district; his constituency was spread over the entire country in the mills, the mines and the factory.

Because of a combination of circumstances, including a hostile press, the influenza epidemic, apathy of some supporters and over-confidence of others, and a political revolution in the State of Colorado, the people of this country will be deprived of the service of Ed. Keating in Congress during the reconstruction period, when men of his vision are so sorely needed. A splendid letter of commendation from President Wilson did not avail. . . .

Ed. Keating has earned the love, esteem, confidence and best wishes of a host of friends and admirers into whose lives and homes he has brought sunshine and happiness through his unselfish legislative efforts. For the good of the nation and mankind he should not be permitted to remain long in political retirement. We look for a speedy come-back.—*Union Postal Employe.*

A Prize Offer

In accordance with the expressed wishes of a number of members of various locals, and encouraged by the helpful results of the recent "Ideas Competition," THE FEDERAL EMPLOYEE will give "until further notice," beginning with the March issue, the following prizes:

A prize of ten dollars ($10.00) each month for the best article on the subject "My Day's Work," dealing with a typical day's work of a civilian government employee—it may be a stenographer and typewriter at a departmental desk in Washington, a forest ranger in the woods of Maine or Oregon, a coast guard on the Atlantic, an immigration inspector on the Canadian border, or any one of the legion of employees working for Uncle Sam in this country or in any other part of the world. The articles submitted should tell the story, true to fact, in an interesting way, in 1,500 to 2,000 words. Several photographs suitable for reproduction, which have real "human interest," would add materially to the value of the narrative.

A prize of five dollars ($5.00) each month for the letter contributed to the OPEN FORUM which shall be adjudged to be the best. In this connection read the caption of OPEN FORUM section.

A prize of five dollars ($5.00) each month for the best suggestion regarding methods of organizing new locals, and conducting existing locals. Among the questions which might well be dealt with under this head are: Increasing membership, retaining members when once secured, collecting dues, developing publicity work, making our meetings more helpful, and educating our membership in the special problems of civil-service employees and the broader problems of organized labor and citizenship as well. Suggestions submitted should be clear-cut and practical, and expressed as concisely as possible, and should be plainly marked, "Suggestions for Organization and Conduct of Locals."

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Government by Employees

"A business of the workers, by the workers, for the workers — and how it suceeds"— the remarkable story given here (in abridged form) of the management of a great commercial establishment. Are there not lessons in this experience which might well be heeded by our Government in connection with the much needed reconstruction of the Civil Service? In better days to come federal employees are certain to be accorded a voice in regulating the conditions of their employment. "Eventually—why not *now?*"

MANY of our readers doubtless know of the William Filene's Sons Company of Boston, which conducts a specialty store for the sale of clothing and furnishings, described as being the largest establishment of the kind in the world, employing about 2,700 people of whom usually two-thirds are girls or women, and doing a gross business of more than $14,000,000 a year. In the December number of *System,* President Edward A. Filene tells the interesting and illuminating story of the development of the present plan of conducting this vast enterprise until *"today the employees are practically self-governing in all matters, including their own wages; they share in the profits of the company; and they elect four of the nine directors of the corporation.* [The italics throughout this article are ours.—EDITORS.]

"We are feeling our way toward a business democracy; but it would be more accurate at this stage of development to call us a kind of constitutional monarchy with more constitution than monarchy, even though we have no formal instrument defining respective rights. And we have reached this point of self-government simply by taking counsel with our people when serious question has arisen."

After stressing the necessity for regarding the human element as a vital factor in the success of a business—"nothing will take the place of skilled employees"—Mr. Filene refers to the "overwhelmingly important principle that employees would rather do for themselves than have things done for them." Answering the question: "What's the truth about the 'good' employer?" he speaks to the point:

"We do not desire to be good employers. I think there is a deal of hypocrisy in that pose; for, although we have done many things without a thought of financial return, yet it is a fact that we have never yet done a decent thing in our business that did not pay! I am not smug enough to want to be known as a good 'employer.' *Our sole thought is to be just and to take counsel with our employees to the end that we shall have a common judgment on what is just.*"

Filene "Pointers"

"Although the retail distributor is at present indispensable to the community, he is not performing his services at a reasonable price. Practically speaking, an article doubles in price by the time it reaches the consumer and that is an absurd condition. So absurd that if retailing does not make faster progress, the day is not far distant when commodities will be sold direct from the producer to the consumer."

"If we are to attain a maximum efficiency it will be only through the development of the human element, which is, after all, the greatest factor in business."

"It was inevitable that the distinction between capital and labor would grow. There is not an absolute identity of interest between the employer and the employee because there must be a point of possible conflict in the distribution of profits. This lack of identity is something to face and not to dodge. Although there cannot be an identity, the interests can be so compromised that the result is a working identity. That is what we have been seeking."

"We are feeling our way toward a business democracy."

"We have reached this point of self-government simply by taking counsel with our people when serious question has arisen."

"Nothing will take the place of skilled employees."

"Employees would rather do things for themselves than have things done for them."

"We have never yet done a decent thing in our business that did not pay."

"It is part of the development of employees to know them as individuals."

EMPLOYEES' ASSOCIATION LARGELY SUPPORTS AND GOVERNS ITSELF

Mr. Filene then describes at some length the organization and practical operation of the central governing body—the Filene Cooperative Association. This is, he says, in good measure, self-supporting and fully self-governing. Every employee belongs to it by virtue of his employment. It has no dues; a member merely pays for what he gets. The store contributes part of a floor as club quarters and aids in other directions. But the ultimate aim of the organization is to be fully self-supporting. More than $100,000 now flows through its treasury in the course of a year. Its present organization is a growth.

"At first all of the members directed its affairs through mass meetings. Then that became too cumbersome and they elected a council of 23 members.

"The council is responsible to the members of the F. C. A. and its bi-weekly meetings are reported back to the members through the weekly paper, the *Echo,* or by written notice. If the actions of the council do not please the members, they reserve the right of referendum and recall.

"The council contains one member for each of the twelve sections of the store, nine members elected at large, and the officers. Directly responsible to the council are a president, vice-president, secretary, and treasurer, all of whom are elected by the members.

HOW THE BUSINESS OF THE ASSOCIATION IS HANDLED

"Because of the growing activities of the association it became impossible for any employee serving in the association to give adequate attention to both the store and the F. C. A. This resulted in the establishment of a permanent executive secretary and staff.

"The secretary, although his salary is paid by the store, is in no way responsible to us. He is the executive

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and administrative head of the F.C.A., is appointed by its president, and must be confirmed by a five-sixths vote of the council. The secretary is thus the intermediary between the association and the store management and, in any disputes between an employee and the store, he appears as counsel for the employee.

"Reporting to the executive secretary and through him to the officers, the council and the members, are a number of committees—some elective and some appointive—the medical department, and the subordinate clubs of the large association. These clubs are not cliques but efforts to bring those of the same tastes into close organization—for instance, the girls' club (for girls under 21), the young women's club (for those over 21), and the men's club.

"The F. C. A. has at least these absolute powers: If two-thirds of the members vote in mass meeting to change, initiate, or amend any rule which affects the working conditions, the vote becomes operative at once. If five-sixths of the members of the council vote for any rule or its repeal, their judgment goes into effect at the close of one week, unless in the meantime it has been vetoed by the general manager, the president, or by the board of managers of the corporation.

"But the measure may go in force in spite of the veto by a two-thirds vote of the mass meeting of the F.C.A. This power is so broad that, as may easily be seen, it will cover almost any situation that may be expected normally to arise, for there are precious few things which do not affect the discipline or working conditions of the store.

GOOD JUDGMENT HAS BEEN SHOWN IN THE USE OF POWER

"They have used the power wisely. One of the first things they did was to cut down the voluminous rule book to a tiny 3 by 4-inch pamphlet of seventeen pages. For a mass of more or less complicated rules they substituted a comparatively few fundamental ones and put stress on the spirit of the interpretation instead of on the letter.

"They have used their right of voting on store rules in the matter of their holidays. For instance, if July 4 falls on a Friday they have frequently voted to take Saturday also. Later they decided to close all day Saturday in July and August. On one occasion when a state holiday fell on Friday, June 17, the meeting overwhelmingly voted down the motion to have an extra holiday. They have voted against keeping open evenings preceding Christmas; the opening and closing hours of the store have been submitted to their vote.

"But mark this: Never once have they used their power unfairly or attempted to take any advantage of their position—we have never had anything approaching a 'hold-up.' This is not remarkable to me because I have an endless faith in human nature; but it is worthy of note when one considers the hundreds of 'hold-up' statutes which municipal and state bodies have from time to time emitted.

DEMOCRATIC JUDICIAL SYSTEM NECESSARY FOR REAL DEMOCRACY

"I feel this whole democratic structure would fall did it not provide that any employee may have upon necessity his day in court and a judgment from his peers. *Without a democratic judicial system democracy is itself impossible. The arbitration board is what we call our judiciary.* It now consists of twelve members, one being elected from each section of the store; the chairman is a member of the F. C. A. council and is appointed by its president. Here are the purposes and powers of the board as they are defined in the constitution of the F. C. A.:

Purpose: The purpose for which arbitration is established in the business is to insure justice in the administration of the work of the store.

Scope: The scope of its activity shall include all cases in which any member of the F. C. A. has reason to question the justice of a decision by a superior or the action of an F. C. A. committee or member.

Duty: The duty of the board shall be to see that justice prevails either by initiating or by granting a hearing to any member of the F. C. A. It shall conduct an exhaustive examination of each case coming before it.

Powers: The powers of the arbitration board are intended to extend to all cases of difference relating to

1. An employee and the management.
2. Two or more employees in matters of store interest.
3. The justice of a rule in question affecting an employee.

"The board is organized as a court. The executive secretary of the F. C. A. appears as counsel for the complainant, while the store has an executive act as its advocate. Witnesses are called, examined and cross-examined; their testimony is taken stenographically, and then the board goes into executive session to make its finding.

"In most cases the majority vote of the board is a decision, but in judgments on dismissals and for increases in pay a two-thirds vote is required.

"This board does not have jurisdiction over controversies arising between an executive and the executive authority of the corporation, but any such differences are passed upon by a special arbitration commitee, one member to be chosen by the executive, another by the corporation, and a third by the two arbitrators already chosen.

"The work of the board has been almost uniformly good. Their judgments are accepted without question and it is interesting to note that, taking the decisions as a whole, about half have resulted in favor of the corporation and half in favor of the employees.

"We think we have managed to avoid the highly objectionable paternal and half-charitable features which, I am sorry to say, distinguish so much welfare work, by putting the management with the F. C. A. We give our advice and our suggestions and when it is necessary we pay the bills, but we do not attempt to impose our idea of right and wrong.

"Our thought is that good working conditions, fresh air, legitimate amusement, and a square deal are the seeds of morality and that a tract or a preachment tacked onto everything only makes people feel that somehow you are trying to get the better of them under the cloak of welfare work. Therefore we leave all of these things to the people themselves.

THEY RAN IT THEIR WAY—AND MADE A SUCCESS OF IT

"Or take the case of the *Echo*. The company started it as a house organ, paying an editor, and all expenses. We thought it was an interesting, well-written sheet, but the employees would have nothing of it. We withdrew from the paper. The F. C. A. took it over and we agreed to buy space for such use as we saw fit. Now the paper is a success. Of course we stood by ready to help—but we did not have to.

"And thus it is that today every activity touching employees—such as the insurance fund, the bank, the extension courses, the athletics, the outings, the summer camps—everything is managed by the F. C. A."

The Last Chance

The clerk was most obliging, but the young woman customer was hard to please. Roll after roll of blankets did he patiently take down and show to her; nothing suited.

For some fifteen minutes this mock sale went on, then the young woman said condescendingly, "Well, I don't intend to buy. I was just looking for a friend."

"Wait a moment, madam," cried the clerk. "There is one more blanket left on the shelf. Maybe you will find your friend in it."—*Ladies' Home Journal.*

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Wages—Government and "Outside"

THE Department of Labor recently made an investigation into the wages paid by the United States Government, the government of the District of Columbia, and private employers in Washington, to certain classes of employees. The results of this investigation are set forth below. The comparisons, which have attracted much attention, are not, it will be noted, very flattering to the Government as a model employer. The rates indicated below as "recommended" are contained in the Supplemental Estimates (see page 24), for certain statutory salaries for the fiscal year 1920. The conclusions of the Secretary of Labor were adopted for the greater part by other department heads, and the increases were submitted to Congress in the hope that relief, at least to this extent, would be granted in the annual appropriations now under consideration.

Blacksmiths — Government, minimum, $900; maximum, $1,000; recommended, $1,620; non-union establishments, minimum, $1,565; union rate, minimum, $1,670; union establishments, minimum, $1,670; maximum, $1,716.

Carpenters—Government, minimum, $720; maximum, $1,500; recommended, $1,680; District of Columbia, minimum, $1,602; maximum, $1,802; non-union establishments, minimum, $1,095; maximum, $1,878; union rate, minimum, $1,716; union establishments, minimum, $1,716; maximum, $2,002.

Carpenters' Helpers—Government, recommended, $1,000; union establishments, minimum, $915.

Electricians — Government, minimum, $720; maximum, $1,500; recommended, $1,680; non-union establishments, minimum, $1,252; maximum, $2,080; union rate, minimum, $1,716; union establishments, minimum, $1,716; maximum, $2,288.

Electricians' Helpers—Government, recommended, $1,000; union establishments, minimum, $984; maximum, $1,373.

Elevator Conductors—Government, minimum, $480; maximum, $1,200; recommended, $1,000; non-union establishments, minimum, $522; maximum, $1,040; not organized.

Engineers—Government, minimum, $840; maximum, $1,800; recommended, $1,800; District of Columbia, minimum, $1,252; maximum, $1,802; non-union establishments, $1,080; maximum, $2,400; union rate, minimum, $1,830.

Chief Engineers—Government, minimum, $1,320; maximum, $2,160; no recommendation; non-union establishments, maximum, $2,607.

Assistant Engineers—Government, minimum, $720; maximum, $1,800; recommended, $1,560; non-union establishments, maximum, $1,565.

Firemen—Government, minimum, $660; maximum, $840; recommended, $1,252; District of Columbia, minimum, $840; maximum, $1,252; non-union establishments, minimum, $840; maximum, $1,409; union rate, minimum, $1,252.

(*Continued on page 24*)

Federal Employees Unions and the Government

Civil Service workers not only have the right to organize but should organize, contends the author, Ordway Tead of the U. S. Employment Service. Further, they should have a voice in the conduct of the Department's affairs and in the determination of its policies. Justice and fair dealing, not arbitrary methods, are the keynote of the welfare of the employees and of the public service.

ORDWAY TEAD, of the United States Employment Service, writing for *Good Government* under the caption of "Labor Unions in a Democratic State: Right of Civil Servants to Combine and to Strike if Necessary," declares that "the current confusion of thought regarding the rights of the civil employees of governmental bodies can in the last analysis be traced back to the prevailing idea of sovereignty." Taking as his text, G. D. H. Cole's statement in *Self-Government in Industry*, that "the key to real efficiency is self-government; and any system that is not based upon self-government is not only servile, but also inefficient," Mr. Tead goes on to say that we are still dominated by the notion that the state, *i. e.*, the governing power, backed by force if necessary, is vested with inherent and unquestionable rights. An instrument intended as a means has become an end; it is taken for granted that the abrupt and unwarranted statement that "the chief end of the state is to conserve the state," is merely an expression of the German state—absolutism without currency elsewhere. But the writer calls attention to an article by Mr. Wm. D. Foulke in the August number of *Good Government*, comparing the status of employees of private industry with that of state employees. "Those in the civil service," he says, "are not in the same position; . . . they are the servants of the state; they have not the right to resist the Government; they have no right to strike or to combine for the purpose of striking or to exert pressure of any kind upon their employers by means of their organizations."

This conclusion, Mr. Tead reasons, presupposes either an infallible or an all-powerful state. But the former assumption is disproved by the failure of the Government to adjust salaries to increasing prices; and the latter involves the absurd and inhuman premise that an abstract state should be elevated and regarded as a fetish at the expense of the individual. After warning against the tendency toward bureaucracy, and emphasizing the value and worth of the human being in the machine of which he is a cog, Mr. Tead continues:

"What people really want in reconstruction is a chance to contribute of their own efforts and special abilities to the common good and in return to share in the development of a great community of growing and happy people. They have been impressed, as this new century began, with the terrible fact that our generation has been in danger of suffocating itself with organization, of crushing the individual under the weight of an appalling system running at a more and more accelerating speed. And now people are realizing that after the war the further demands of organization —international, national, professional, local—will strangle initiative and interest, unless some conscious effort is made to organize in ways that cherish rather than choke personality."

THE QUESTION OF DIRECT CONTROL BY THE PEOPLE

Democracy, in Mr. Tead's opinion, is valuable only as a means of "assuring to the largest number of people the opportunity for that self-direction and personal achievement which human nature craves;" and no institution can be democratic unless it "deliberately grants representation and equal power to the different parties in interest."

EMPLOYEES MUST HAVE VOICE IN ADMINISTRATION

And in Mr. Tead's opinion it is clear that "there are different parties at interest in the civil service today. Mr. Foulke's own statement of the array of employees' associations is sufficient indication of that. His evidence is convincing that the workers feel that they have rights which it is essential to respect if their pecuniary interests are to be voiced, if their integrity and happiness are to be safeguarded. There is but one way for these rights to be fully and fairly considered in relation to the rights of the department heads and of the taxpayers; that way is by representation of workers in the conduct of the department's affairs, in the determination of its policies.

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"Trade unions happen to be the groups into which, for mutual protection, assertion of rights, and the encouragement of self-direction, the workers gather. And it will be the recognition of these trade unions in the control of the affairs of governmental bodies that will begin to assure democratic management, that will promise to end in a fuller measure of wise self-direction than we have today, and in a conscious effort to foster personality.

JUSTICE AND FAIR DEALING WOULD PREVENT DANGER OF STRIKES

"These unions, the writer argues, are, like democracy, a means to an end, which end is to insure life, liberty, and the pursuit of happiness, and when this can be achieved in no other way, abstention from performing labor is justifiable, the right of an oppressed minority to revolt being recognized as fundamental even when the notion of absolute sovereignty was completely dominant. The right to strike is as native as the right of revolution, and the causes leading up to such action should be considered, as well as its inconvenient results. Strikes should be prevented, not by the exaction of promises, but by the creation of just conditions and assurance of fair treatment to all, which the unions help to bring about by exerting a pressure which requires common deliberation over problems which affect them. Collective dealings in the public service bring this result. But they will work toward an end which is far more fundamental. The operation of government departments and agencies on a basis of participation in management by the workers will result in a fostering and cultivation of the sources of interest, initiative and worth-while personality.

"The setting of this human purpose as the purpose of all organized activity means an abandonment of state sovereignty. It means a denial of any abstract absolutism. It puts power—ultimate power—not in the hands of a huge, bureaucratized machine, but in the hands of a great number of groups. It splits up sovereignty. It makes it plural, not singular. And in that division of controlling power among functional groups the individual gets his chance to live and grow."

Higher Salaries Recommended

Government officials submit to Congress Supplemental Estimates, for the fiscal year 1920, asking that many statutory salaries throughout the various departmental services be increased. Figures and facts are given in abundance to prove that the salaries and wages now paid are miserably inadequate and unfair, and that the result is the demoralization of the public service. Will the appeal fall on deaf ears?

AT THE instance of the President the heads of the executive departments and other officials upon whom rests the duty of submitting yearly estimates to Congress omitted from the regular estimates for the fiscal year 1920 increases of statutory salaries of civil service employees. Such increases were included in Supplemental Estimates recently presented to Congress through the Secretary of the Treasury. The submission of these estimates is an unusual procedure and it remains to be seen how they will be received by Congress.

While limitations of space prevent printing these Suplemental Estimates in their entirety, THE FEDERAL EMPLOYEE here places before its readers data taken therefrom which show in a general way the treatment accorded employees, from the highest to the lowest. Comment on the inadequacy of the Supplemental Estimates to meet the existing situation, at least in so far as the great mass of federal employees is concerned, will be found on page 7. Attention is directed further to the testimony of department heads and other officials in high places, on pages 37-48, which sets forth plainly the utter failure of the present antiquated salary schedule to meet the demands of humanity, economy, or efficiency at this time.

TREASURY DEPARTMENT

Position.	Estimated salary.	Proposed salary.
Office of Secretary of Treasury		
Five Assistant Secretaries of the Treasury	$5,000	$7,500
One Assistant Secretary (in lieu of Assistant to the Secretary at $5,000)	5,000	7,500
Office of Chief Clerk and Superintendent		
Chief Clerk and Superintendent	4,000	5,000
Superintendent of Supplies	2,250	2,750
Ten members of General Supply Committee (in addition to their departmental salaries)	.....	600

Wages, Government and Outside

(*Continued from page 23*)

Skilled Laborers — Government, minimum, $600; maximum, $1,590; recommended, $1,600; District of Columbia, minimum, $1,001; maximum, $1,565; non-union establishments, minimum, $1,017; maximum, $1,565.

Laborers—Government, minimum, $400; maximum, $1,000; recommended, $1,000; District of Columbia, minimum, $782; maximum, $1,017; non-union establishments, $626; maximum, $960; union rate, minimum, $915; union establishments, minimum, $915.

Machinists—Government, minimum, $840; maximum, $1,800; recommended $1,680; District of Columbia, minimum, $1,652; maximum, $1,802; non-union establishments, minimum, $1,252; maximum, $1,817; union rate, minimum, $1,716; union establishments minimum, $1,602; maximum, $1,716.

Messengers — Government, minimum, $720; maximum, $960; recommended, $1,000; District of Columbia, minimum, $600.

Chief Messengers—Government, minimum, $1,000; maximum, $1,100; recommended, $1,200; not organized.

Assistant Messengers—Government, minimum, $480; maximum, $600; recommended, $900.

Messenger Boys — Government, minimum, $240; maximum, $420; recommended, $600.

Painters—Government, minimum, $900; maximum, $1,200; recommended, $1,680; District of Columbia, minimum, $1,592; maximum, $1,752; non-union establishments, minimum, $1,095; maximum, $1,300; union rate, minimum, $1,716.

Plumbers—Government, minimum, $720; maximum, $1,565; recommended, $1,680; non-union establishments, minimum, $936; maximum, $1,486; union rate, minimum, $1,716; union establishments, minimum, $1,716; maximum, $2,288.

Plumbers' Foreman—Union establishments, maximum, $2,997.

Plumbers' Helpers—Recommended, $1,000; union establishments, minimum, $858; maximum, $915.

Won the Third Prize

MR. JAMES C. BANKS, the winner of the third prize in the recent "Ideas Competition," entered the Customs Service, after competitive examination, as clerk and stenographer in the Custom House at Mobile, Alabama, in December, 1905. During a period of nine years service at the port of Mobile, Mr. Banks performed various duties. During the latter four years of that period, he performed the important duties of Acting Shipping Commissioner under the supervision of the Collector of Customs, handling matters connected with the shipping and discharge of seamen, and the difficult problems arising between masters and seamen, on American vessels at Mobile. Mr. Banks was subsequently transferred to the Custom House at Los Angeles, Cal., where he now serves as clerk and stenographer.

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Operator photographic copying machine	800	1,200
Storekeeper	1,200	1,500
Chief engineer	1,400	2,000
Captain of the Watch	1,400	1,600
Two skilled laborers	840	1,600
Two skilled laborers	720	1,600
Two female laborers	480	660
One skilled laborer	840	1,600
Division of Bookkeeping and Warrants		
Assistant chief of division	3,000	3,500
Estimate and digest clerk	2,500	3,000
Executive clerk	2,500	3,000
Division of Appointments		
Chief of division	3,000	3,500
Assistant chief of division	2,250	2,500
Section of Surety Bonds		
Chief of division	2,000	3,500
Division of Public Moneys		
Chief of division	3,000	3,500
Maintenance Division		
Superintendent	2,500	3,000
Assistant Superintendent (in lieu of one administrative clerk at $2,000)	2,000	2,500
Files and Records Division		
Chief	2,500	3,000
Assistant Chief	2,250	2,500
Head draftsman	2,500	2,800
Assistant to photographer (in lieu of messenger boy at $600)	600	1,200
Skilled laborers—		
Thirteen, at $1,080 each	.....	1,080
In lieu of—		
4 skilled laborers at $1,000 each	1,000	.....
7 skilled laborers at 960 each	960	.....
1 skilled laborer at 900	900	.....
1 skilled laborer at 840	840	.....
Office of Comptroller of the Treasury		
Comptroller of the Treasury	6,000	7,500
Chief clerk	2,500	3,000
Chief law clerk	2,500	3,000
Four law clerks	2,400	2,700
Four law clerks	2,200	2,400
Five accountants	2,100	2,400
Office of Auditor for the Treasury Department		
Chief clerk and chief of division	2,250	2,750
Chief of division	2,250	2,500
Chief of division	2,000	2,500
Chief of division	1,800	2,500
Four assistant chiefs of division	1,800	2,250
Two chiefs of section	1,800	2,000
Office of Auditor for War Department		
Assistant and chief clerk	2,250	2,750
Law clerk	2,000	2,500
Transportation clerk	2,000	2,500
Seven assistant chiefs of division	1,900	2,250
Ten clerks, Class 4	1,800	2,000
Office of Auditor for Navy Department		
Chief clerk and chief of division	2,250	2,750
Law Clerk	2,000	2,500
Two chiefs of division	2,000	2,500
Two assistant chiefs of division	2,000	2,250
Ten section chiefs	1,800	2,000
Division of Customs		
Assistant chief of division	3,000	3,500
Division of Loans and Currency		
Chief of division	3,500	4,500
Assistant chief of division	2,700	3,500
Second assistant chief of division	2,500	3,000
Three assistant chiefs of division	3,000	3,500
Custodian of paper	2,250	2,500
Five counter clerks	800	1,200
Ten counter clerks	800	1,100
Five counter clerks	800	1,000
Five counter clerks	720	1,000
Ten counter clerks	720	900
Five skilled laborers	1,000	1,200
Five skilled laborers	900	1,200

Notes from the Labor Field

LEADING ENGLISH CHURCHMEN URGE HIGHER IDEALS

A committee of churchmen, headed by the Bishop of Winchester, has published its report on "Christianity's Industrial Problems."

The committee declares that it is the duty of the church, while avoiding dogmatism as to the precise methods, to insist that Christian ethics are as binding upon economic conditions and industrial organizations as upon personal conduct and domestic life.

The sufferings of children, inadequate wages, bad housing conditions and irregularity of employment are matters which society as a whole should make impossible. It is important, the report states, to insist that what is wrong for an individual to do cannot be right for a collective body.

The first charge upon every industry should be the payment of sufficient wages to enable the worker to maintain himself and his family in health and honor, with such a margin of leisure as will permit reasonable recreation and the development of mind and spirit.

The report states that the principle of the living wage involves not only adequate payment during employment, but continuity of employment. The deliberate casualization of labor merely for the convenience of employers is strongly to be condemned.

The employment of child labor is condemned as "folly and injustice," and in the future, it is stated, the demands of industry should not be allowed to prevent any child from securing full opportunities of education as a human being and a citizen.

It is declared that trade unions and employers' associations are the best foundation for mutual understanding, industrial peace and social progress, and that the representatives of these two interests should often meet, not only to discuss hours and wages, "but all such questions affecting the trade as may be suitable for common discussion."

LONGER HOURS FOR MACHINES; SHORTER HOURS FOR OPERATIVES

In discussing the question of a six-hour work day as advocated by Lord Leverhulme, one of England's most successful business men, the Toronto (Canada) *Globe*, says:

That a great captain of British industry should present such a panacea for industrial unrest is one of the most significant signs of the times.

(*Continued on page 26*)

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Division of Printing and Stationery		
Assistant chief of division	2,000	2,300
Division of Mail and Files		
Two clerks	1,200	1,400
Office of Disbursing Clerk		
Disbursing clerk	3,000	3,500
Deputy disbursing clerk	2,750	3,000
Federal Farm Loan Board		
Stenographer	1,000	1,400
Office of Supervising Architect		
Executive officer	3,250	4,100
Technical officer	3,000	3,750
Drafting Division—		
Superintendent	3,000	3,750
Assistant superintendent	2,750	3,000
Computing Division—		
Superintendent	2,750	3,500
Mechanical Engineering Division—		
Superintendent	2,750	3,500
Assistant superintendent	2,400	3,000
Structural Division—		
Superintendent	2,750	3,500
Assistant superintendent	2,400	3,000
Repairs Division—		
Superintendent	2,400	3,000
Accounts Division—		
Superintendent	2,500	3,000
Assistant superintendent (in lieu of administrative clerk at $2,000)	2,000	2,500
Office of Auditor for Interior Department		
Chief clerk and chief of division	2,250	2,750
Law clerk	2,000	2,500
Chief of division	2,000	2,500
Two section chiefs	1,800	2,000
Four check assorters	1,000	1,200
Office of Auditor for State and Other Departments		
Chief clerk and chief of division	2,250	2,750
Two chiefs of division	2,000	2,500
Law clerk	2,000	2,500
Four assistant chiefs of division	1,800	2,250
Office of Auditor for Post Office Department		
Four chiefs of division	2,250	2,750
Four assistant chiefs of division	2,000	2,250
Three principal bookkeepers	2,000	2,250
Office of Treasurer, United States		
Chief clerk	2,500	3,000
Two chiefs of division	2,500	3,500
Three chiefs of division	2,500	2,750
Office of Register of the Treasury		
Four chiefs of division	2,000	2,500
Two clerks	1,800	2,000
Two clerks	1,600	1,800
Twelve clerks	1,400	1,600
Fifteen clerks	1,200	1,400
Office of the Comptroller of the Currency		
Deputy comptroller	3,500	4,500
Deputy comptroller	3,000	4,000
Chief clerk	2,500	2,750
Two chiefs of division	2,200	2,500
Chief of division	2,000	2,500
Office of Comptroller of the Currency (National Currency Reimbursable)		
Engineer	1,000	1,200
Office of Coast Guard		
Title and contract clerk	2,000	2,200
Bureau of Engraving and Printing		
Assistant director	3,500	4,000
Medical and sanitary officer	2,250	2,400
Private secretary	1,800	2,000
Storekeeper	1,600	2,000
Assistant storekeeper	1,000	1,400
Clerk in charge of purchases and supplies	2,000	2,500
Captain of the Watch	1,400	1,500
Two helpers	720	840
Two helpers	600	800
Assistant disbursing agent	.....	2,000

Notes from the Labor Field

(*Continued from page 25*)

In effect, the theory on which Lord Leverhulme bases his six-hour proposal is that by working machinery longer hours, with shorter hours for those attending it, the product will be almost doubled, and the workers will be able to secure comforts and luxuries now undreamed of.

The *Globe* has to say further:

> Long factory hours have a deadening effect on the operatives. From 14 years of age to 70 years of age is a long life span, and if you consider the conditions attending for eight hours a day the same automatic machinery, and following the same routine with its continual, deadly monotonous round of toil, those of us whose employment is varied will realize how this bites into the soul of a man or a woman and tends to corrode it.

LONG WORKING HOURS MEAN LESS PRODUCTION

In a pamphlet issued by the United States Public Health Service it is shown that the claim that fewer hours mean less production is untrue.

The pamphlet contains a study on industrial fatigue by a committee of the Council of National Defense.

"It is obvious," report the investigators—

> That a man can do more work in two hours than in one hour; but it does not necessarily follow from this that he can do more in 12 hours than in 10 or more in 10 hours than in eight. In fact, whenever the work is of such duration that fatigue begins to be pronounced, it has been shown again and again that shortening the working period actually increases the amount of work done. This may not always be evident in the first few weeks, but it appears later.
>
> In an English munitions factory when the average weekly hours of men sizing fuse bodies were reduced from 58.2 to 51.2 the total output was increased 21 per cent.

NO RELIEF FROM HIGH LIVING COSTS YET IN SIGHT

Retail prices of food for the United States increased 1 per cent from October 15 to November 15, and 18 per cent in the year from November, 1917, to November, 1918, according to reports received from retail dealers by the United States Bureau of Labor Statistics.

An increase of 72 per cent for all food combined is shown for the five-year period ending September 15, last. Every article for which prices have been obtained for this long period shows an increase of not less than 56 per cent.

In the year ended November, 1918, pork chops advanced 26 per cent, roast rib and sirloin steak 28 per cent, round steak, chuck steak and plate beef 30 per cent, while in the month ended

(*Continued on page 27*)

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Mint at Philadelphia		
Chief clerk	2,500	3,000
Superintendent of coining department	2,500	3,000
Assistant bookkeeper	2,000	2,200
Mint at San Francisco		
Chief clerk	2,500	3,000
Superintendent of coining department	2,500	3,000
Mint at Denver		
Chief clerk	2,500	3,000
Superintendent of coining department	2,500	3,000
Assay Office at New York		
Chief clerk	2,500	3,000
Superintendent of melting and refining department	3,000	3,500
Assay Office at Salt Lake City		
Assayer in charge	1,800	2,000
Assay Office at Helena		
Assayer in charge	1,800	2,000
Assay Office at Deadwood		
Assayer in charge	1,800	2,000
Assay Office at Boise		
Assayer in charge	1,800	2,000
Mint at Carson		
Assayer in charge	1,800	2,000
Office of Surgeon General, Public Health Service		
Chief clerk	2,250	2,750
Private secretary	1,800	2,250

It is also recommended that the minimum salary for all general clerks, stenographers and typists be fixed at $1,200 per annum; minor clerical positions, including counters, $1,000 per annum; chief messenger, $1,200 per annum; messengers, $1,000 per annum; assistant messengers, $900 per annum; messenger boys, $600 per annum; laborers, $1,000 per annum; chauffeurs, $1,000 per annum; watchmen, $1,000 per annum; lieutenants of the watch, $1,200 per annum; firemen and coal passers, $1,252 per annum; charwomen, $300 per annum; telephone switchboard operators, $1,000 per annum; carpenters, $1,680 per annum; carpenter's helpers, $1,000 per annum; electricians, $1,680 per annum; wiremen, $1,200 per annum; engineers, $1,680 per annum; assistant engineers, $1,560 per annum; plumber, $1,680 per annum; plumber's assistants, $1,000 per annum; painters, $1,680 per annum.

NAVY DEPARTMENT

	Present salary.	*Proposed salary.*	*Increase.*
Office of the Secretary—			
Assistant secretary	$5,000	$7,500	$2,500
Chief clerk	3,000	4,000	1,000
Office of the Solicitor—Law clerk	2,500	3,000	500
Office of the Judge Advocate General—Chief law clerk	2,250	3,000	750
Office of Chief of Naval Operations—Chief clerk	2,250	2,500	250
Bureau of Navigation—Chief clerk	2,250	2,500	250
Office of Naval Intelligence—Chief clerk (in lieu of clerk of Class 4)	1,800	2,000	200
Hydrographic Office—Chief clerk	1,800	2,250	450
Naval Observatory—Chief clerk (in lieu of clerk of Class 4)	1,800	2,250	450
Bureau of Steam Engineering—Chief clerk	2,250	2,500	250
Bureau of Construction and Repair—Chief clerk	2,250	2,500	250
Bureau of Ordnance—Chief clerk	2,250	2,500	250
Bureau of Medicine and Surgery—Chief clerk	2,250	2,500	250
Bureau of Yards and Docks—Chief clerk	2,250	2,500	250
Total	.....	.....	$7,600

Appended is what Secretary Daniels refers to as "an interesting and illuminating statement, prepared in the Bureau of Ordnance, comparing the pay of certain navy-yard employees with that of departmental employees."

Mechanics and Laborers, Navy Yards

	1913.		1918.	
	Per diem.	*Per annum.*	*Per diem.*	*Per annum.*
Machinist	$3.52	$1,101.76	$6.40	$2,003.20
Toolmakers	3.76	1,176.88	6.88	2,153.44
Masons, brick	5.00	1,565.00	6.88	2,153.44
Patternmakers	4.48	1,402.24	6.88	2,153.44
Laborers	2.00	626.00	3.68	1,151.84

Notes from the Labor Field

(*Continued from page 26*)

November 15, pork chops decreased in price 5 per cent, chuck roast 2 per cent, sirloin steak, round steak, rib roast and plate beef, 1 per cent each.

Lamb, corn meal, potatoes, onions and beans also declined in price during the month ended November 15. Rice, which increased 23 per cent since November, 1917, shows no increase in price for the month ended October, 1918. Lard, bread and flour also remained at the same level as in October. The greatest advances during November, 1918, were in eggs, the increase being 16 per cent; cheese, 5 per cent, and milk, 4 per cent.

LIVING COSTS IN SAN FRANCISCO AND VICINITY $14.75 WEEK

Mrs. Sarah Hagan, chairman of the United Garment Workers, appeared before the Industrial Welfare Commission with documentary evidence to show that the cost of living of a single woman in these times, without putting anything aside for a rainy day, is $14.75 a week. Her list shows such items as wholesome food, substantial clothing, one picture show a week and 10 cents for church plate. The purpose of the meeting was the proposed readjustment of the wage schedule for women to fit post-war conditions. No decision was reached. Representatives of employers advocated a national wage scale in order that there might be no disadvantage suffered by any of the various States.

HIGH PRICES WORLD WIDE SAYS BRITISH OFFICIAL GAZETTE

In an international survey of increase in food prices during the war, the *Labor Gazette* published by the British Government says:

> In all commercial countries, whether neutral or belligerent, the last four years have been marked by an advance in prices of the necessaries of daily life so great as to cause an unprecedented reduction in the purchasing power of the pre-war rates of money wages and to give rise to repeated demands on the part of the manual labor and salaried classes for successive readjustments of their rates of pay to meet the rapidly changing conditions.

BETHLEHEM SHIP BUILDING CORPORATION RECOGNIZES UNIONS

The Bethlehem Ship Building Corporation has signed an agreement with the A. F. of L. metal trades department, which represents 13 national and international trade unions. The agreement states that the corporation "recognizes the said unions collectively as a suitable agency to represent its

(*Continued on page 28*)

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Clerical Force, Navy Yards

	1913. Average per diem.	1913. Average per annum.	1918. Average per diem.	1918. Average per annum.
Chief clerks	$5.28	$1,652.64	$6.56	$2,053.28
Supervisory clerks	4.48	1,402.24	6.56	2,053.28
Clerks	2.92	907.96	5.12	1,602.56
Messengers	1.04	325.52	2.60	813.80

Clerical Force, Navy Department

	Average per annum. 1913.	1918.
Chief clerks	$2,250	$2,250
Chiefs of division	.....	2,200
Supervisory clerks	1,700	1,750
Clerks	1,120	1,120
Messengers	500	500

DEPARTMENT OF COMMERCE

	Present salary	Proposed salary	Increase
Office of the Secretary:			
Assistant chief clerk and superintendent, in lieu of clerk class 4	$1,800	$2,250	$450
Chief, division of supplies	2,100	2,500	400
Two assistant chiefs of division	1,800	2,000	400
Deputy disbursing clerk	1,800	2,100	300
Chief telephone operator	1,000	1,400	400
Skilled laborer	840	1,000	160
Do	900	1,000	100
Carpenter	900	1,000	100
Chief watchman	900	1,000	100
Total	.....	.....	2,410
Bureau of Lighthouses:			
Superintendent of naval construction	3,000	4,000	1,000
Assistant engineer	2,000	2,400	400
Marine draftsmen, additional salary	.....	.....	1,200
Clerk	900	1,600	700
Do.	900	1,200	300
Total	.....	.....	3,600
Bureau of Foreign and Domestic Commerce:			
Assistant chief	3,500	4,500	1,000
Do.	3,000	4,000	1,000
Chief clerk	2,250	2,750	500
Chief of division	2,500	2,750	250
Do.	2,000	2,750	750
Editorial assistant	2,000	2,500	500
2 messenger boys	420	480	120
Total	.....	.....	4,120
Coast and Geodetic Survey:			
Chief, printing and sales	2,000	2,400	400
16 aids in lieu of 19	1,000	1,100	[1] 1,400
Bureau of Fisheries:			
Commissioner's office—1 deputy commissioner	3,500	4,000	500
Assistants in charge of divisions—			
1 fish culture	2,700	3,500	800
1 inquiry respecting food fishes	2,700	3,500	800
1 fisheries industries	2,500	3,500	1,000
1 Alaska service	3,000	3,500	500
1 librarian	1,500	1,800	300
1 local agent, Boston, Mass.	300	600	300
1 chief messenger	720	900	180
1 clerk, Seattle office	900	1,200	300
Field service—			
Alaska service—2 agents, Pribilof Islands (in lieu of agents and caretakers)	2,000	2,400	800
Employees at large—			
2 field station superintendents	1,800	2,200	800
2 fish culturists	960	1,200	480
Do.	900	1,200	600
6 machinists	960	1,200	1,440
2 coxswains	720	900	360

DEPARTMENT OF LABOR

	Estimated salary	Proposed salary	Increased salary
Office of Secretary of Labor:			
Assistant Secretary	$5,000	$7,500	$2,500
Chief clerk	3,000	4,000	1,000
Private secretary to Secretary	2,500	2,750	250
Confidential clerk to Secretary	1,800	2,250	450
Private secretary to Assistant Secretary	2,100	2,400	300
Appointment clerk	2,100	2,500	400

[1] Net decrease, $1000.

Notes from the Labor Field

(*Continued from page 27*)

employees in questions arising as to wages, hours of labor and general working conditions."

A committee of five international officers, who will represent the 13 unions involved, has been appointed. The corporation also appoints a committee of five. These committees will jointly consider all matters covered by the agreement.

The agreement is signed by E. G. Grace and J. W. Powell, president and vice-president of the corporation, and James O'Connell and A. J. Berres, president and secretary-treasurer of the metal trades department. The significance of this agreement can be appreciated when it is recalled that Mr. Grace is executive of the Bethlehem Steel Company.

The Bethlehem Ship Building Corporation is the ship building organization of the steel company. The corporation is the owner of a number of plants in various places, employing in all about 75,000. Its production last year was approximately 60 per cent of the naval construction of the entire country and about 25 per cent of the total merchant vessel tonnage.

AFTER-WAR PLAN OF BOSTON CENTRAL LABOR UNION

The central labor union of Boston, Mass., has adopted a reconstruction program which will be submitted for consideration to the state branch of the A. F. of L.

The program in part provides:

That all returning soldiers and sailors be found places in industry by the government; that wages shall not be reduced; that all labor by children under the age of 16 years shall be prohibited; that the principle and fact of equal pay for equal work, irrespective of sex, shall be established in industry and commerce; that workers shall have the unrestricted and unqualified right to organize, and act collectively in all matters in industry and commerce affecting their interests; that the national government shall assume ownership and retain control and operation of railroads, telephones, express business and mines, and all other lines of industry where practical monopoly prevails; the establishment of a system by national and state governments for the erection of homes for the workers in the interests of health and morals; prohibition of immigration until such time as the needs of industry warrant the lowering of the bar; establishment of a permanent world trade union congress; establishment of a league of nations, as proposed by President Wilson; establishment of free speech, free press, right of assemblage and constitutional guarantees of personal liberty.

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Bureau of Labor Statistics:			
Commissioner	5,000	6,000	1,000
Deputy commissioner	3,000	4,500	1,500
Chief statistician	3,000	4,500	1,500
Editor in chief	3,000	4,200	1,200
Three statisticians	[1] 3,000	[1] 3,800	2,400
Do.	[1] 3,000	[1] 3,400	1,200
Four employees	[1] 2,760	[1] 3,000	960
Bureau of Immigration:			
Commissioner General	5,000	6,000	1,000
Assistant Commissioner General	3,500	4,500	1,000
Children's Bureau:			
Chief	5,000	6,000	1,000
Assistant chief	2,400	3,500	1,100
Private secretary to chief of bureau	1,500	1,800	300
Bureau of Naturalization:			
Commissioner of Naturalization	4,000	6,000	2,000
Deputy Commissioner of Naturalization	3,250	4,500	1,250
Total	.....	.....	22,310

[1] Each.

"It is also recommended that the entrance salary for all firstclass clerks, stenographers, etc., be fixed at $1,200 per annum; that the entrance salary for minor clerical positions be fixed at $1,000 per annum, that the salary of engineer be increased from $1,100 to $1,800 per annum, that the salary of electrician be increased from $1,000 to $1,680 per annum, that the salary of skilled laborers be increased from $840 to from $1,000 to $1,600 per annum, that the salary of firemen be increased from $720 to $1,252 per annum, that the salary of messengers be increased from $840 to $1,000 per annum, that the salary of telephone operators be increased from $720 to $1,000 per annum, that the salary of elevator conductors be increased from $720 to $1,000 per annum, that the salary of watchmen be increased from $720 to $1,000 per annum, that the salary of assistant messengers be increased from $720 to $900 per annum, and that the salary of laborers be increased from $660 to $1,000 per annum.

It is further recommended that because of war conditions, and the resulting higher cost of living, the per diem in lieu of subsistence allowance be raised from $4 to $6."

COMPARISON OF CERTAIN DEPARTMENTAL SALARIES

Department and bureau	*Positions compared*	*Number of positions*	*Maximum salary*	*Average salary*
Department of Agriculture:				
Bureau of Animal Industry	Chief of division	10	$4,500	$3,452
Bureau of Plant Industry	Scientist in charge	26	4,500	3,633
Bureau of Forestry	Forester in charge	9	3,750	3,328
Bureau of Chemistry	Chemist in charge laboratories	21	4,000	3,202
Bureau of Soils	In charge of investigations	4	3,750	3,187
Bureau of Entomology	Entomologist in charge	8	3,500	3,281
Bureau of Biological Survey	Assistant in charge	4	3,250	2,937
States Relations Service	Chief of office	4	4,000	3,755
Department of the Interior:				
Geological Survey	Scientist in charge	24	4,500	3,468
Bureau of Mines	Chief of division	5	5,000	4,840
Department of Commerce:				
Bureau of Standards	Chemist or physicist	9	4,800	3,766
Coast and Geodetic Survey	Chief of division, engineer	5	4,000	3,140
Bureau of Fisheries	Assistant in charge or chief agent.	4	2,700	2,600

SALARIES PAID DRAFTSMEN

Branch of service	*Number of draftsmen employed*	*Total of salaries paid*	*Average*	*Highest salary*	*Lowest salary*
Coast and Geodetic Survey	22	$37,600	$1,709	$2,400	$1,000
Office of Supervising Architect, Treasury Department	75	126,900	1,692	2,400	1,100
Quartermaster General's Office, War Department	15	24,000	1,600	1,800	1,400
Bureau of Ordnance, Yards and Docks, Navy Department	2	3,200	1,600	1,800	1,400
Fourth Assistant Postmaster General	18	26,200	1,445	1,800	1,200
Lighthouse Bureau, Department of Commerce	6	8,600	1,433	1,800	1,200
Division of Publications, Agricultural Department	13	17,500	1,346	1,600	1,200
Chief of Ordnance, War Department	52	69,600	1,344	2,200	900
Chief of Staff, Army War College	9	11,800	1,311	1,800	1,000
Indian Office	2	2,600	1,300	1,400	1,200
Forestry	35	44,020	1,257	2,000	900
Hydrographic Office, Navy Department	27	34,000	1,250	1,800	900
Grand totals of 12 branches of service	276	$405,320	$1,472	.....	.....

Patent Office: Seven men, average $1,085; two grades, $1,200 and $1,000.

RECENT DECISIONS OF COMPTROLLER OF TREASURY

Increase of Compensation of Civilian Employees

Those employees of the office of the recorder of deeds, District of Columbia, who are paid salaries of $2,500 per annum or less are entitled to the increased compensation under section 6 of the act of July 3, 1918, at the rate of $10 per month; and those who are paid at the rate of $2.50 for every day they are employed are entitled to the increase at the rate of 38 1-3 cents per day.

Employees of the office of the recorder of deeds, District of Columbia, who are paid a percentage of the fee received by the office for recording instruments copied by them are not entitled to increased compensation under section 6 of the act of July 3, 1918, because paid for specific services rendered.—*Comptroller Warwick to John F. Costello, Recorder of Deeds, District of Columbia, November 2, 1918.*

Overtime Compensation of Per Diem Employees

In the absence of stipulation as to overtime compensation, per diem employees working in excess of eight hours are not entitled thereto; but if payment for such overtime be authorized in suitable orders or regulations issued by competent authority to apply to employees generally, payment accordingly may be made thereafter.—*Acting Comptroller Foree to the Secretary of the Interior, November 6, 1918.*

Increase of Compensation of Civilian Employees

The additional employees of the Post Office Department whose employment is authorized in the deficiency appropriation act of November 4, 1918, are entitled to increased compensation under, and subject to the limitations of, section 6 of the act of July 3, 1918.—*Acting Comptroller Foree to the Postmaster General, November 14, 1918.*

Commutation of Quarters, Etc., for Maintaining Dependents

Under the act of July 1, 1918, warrant officers of the Coast Guard on sea duty during the period of the present war, who maintain a place of abode for a wife, child, or dependent parent, are entitled to commutation of quarters, heat, and light as provided in the act of April 16, 1918.—*Comptroller Warwick to C. E. Anstett, second lieutenant, Coast Guard, November 19, 1918.*

Officer of Coast Guard Dying Before Receipt of Temporary Commission

Where an officer of the Coast Guard was temporarily promoted to take effect from a prior date in accordance with the act of July 1, 1918, and confirmed therein by the Senate, his death before the issuance of the temporary commission prevents payment being made thereunder in the absence of legislation authorizing it.—*Comptroller Warwick to Second Lieut. C. E. Anstett, Coast Guard, November 20, 1918.*

"It's funny how afraid your horses still are of automobiles up here," said a summer visitor to a Maine farmer.

"I don't know that it is so funny," answered the farmer. "Not so strange, when you think how an automobile must look to a horse. Wouldn't it seem strange to you if you saw my pants comin' down the road with nothin' in 'em?"—*Ladies' Home Journal.*

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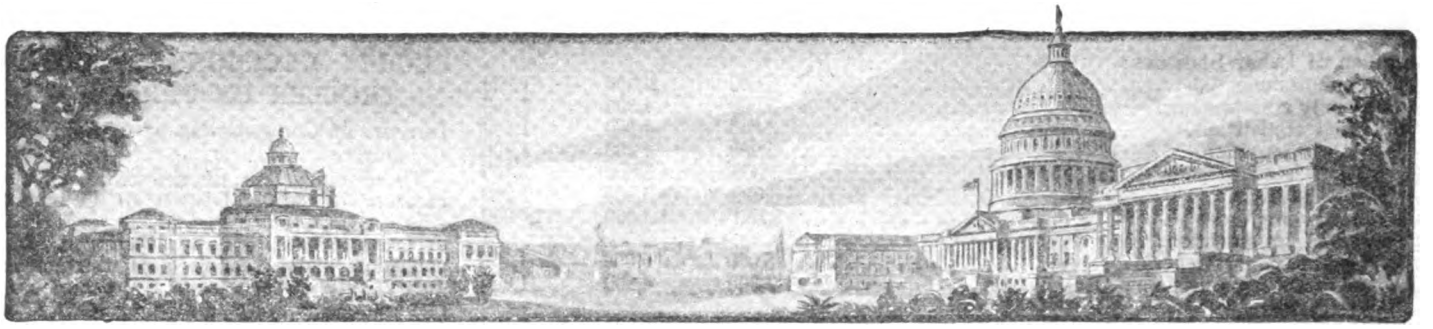

Editorials

THE COLONEL'S LAST MESSAGE

Equal representation of workers and employers in the management of industries was strongly advocated by Colonel Roosevelt in his last article, "Eyes to the Front," written for the February *Metropolitan* magazine. Declaring that the wage-worker must never "be looked upon primarily as a mere cog in the industrial machine," he voiced the conviction that "we should endeavor cautiously to introduce a system of representation on the directorates so that labor shall have its voice just as much as those who furnish the capital and those who furnish the management." Thus the movement for democracy in industry receives no slight impetus from the dominating personality who has just passed from among us.

Some day, when the Great Composite known as the Government can take a little "time off" from the job of making private employers "be good" to their employees, in order to clean house at home, Uncle Sam's civilian workers may get a taste of real democratic management. The examples of the National War Labor Board, the Macy Board in the shipbuilding industry, and the railroad adjustment boards show that the leaven of democracy is having its effect. There can be no effectual reconstruction of the civil service until both the responsible executive officials and the great mass of the employees are represented at the council table. Nor can the efforts of the employees be allowed to relax for a moment until this fundamental condition shall become an established fact.—J. G. G.

NFFE

TRAINING THE RETURNED SOLDIER

The defenders of a nation upon the field of battle or under other circumstances of hardship and personal danger deserve well of it, and it should be cause for deep satisfaction that the American people are giving substantial form to their gratitude to the returning "boys" who did such splendid work on the battlefields of France and Italy or on the sea. Those who suffered incapacitating injuries are to receive vocational training, at government expense, designed to "rehabilitate" them as far as this can be done. Vast tracts of the public domain are to be reclaimed and made available in accordance with plans so drawn as to enable returned soldiers and sailors to make a living during the time necessarily consumed in transforming a piece of swamp, "cut-over" or arid land into a homestead which will support a family.

In line with these efforts is the proposed plan of the National Federation of Federal Employees whereby returned soldiers and sailors may receive, at government expense, vocational training designed to equip them for the national civil service. This plan is in harmony with approved civil service methods, since there is retained the cardinal principle of the "merit system," that appointment to the government service shall be made of those who, upon approved tests, are found best qualified, and is not open to the criticism made regarding some of the measures proposed, that preference in appointment shall be given to "those who may just get by, and this with assistance." Under the plan advocated by the Federation the civil service is not permitted to become an adjunct of the pension system (much less an adjunct of our military system), at vast expense as the result of loss in efficiency. What storms of indignant protest would come from all parts of the country were it so much as suggested that in the *military* service those ascertained most fit, upon approved tests, should be passed over, and those shown, by the same tests, to be relatively unfit, selected. Yet this is but the application, in another field, of the principle embodied in certain "veteran preference" measures now before Congress, some of which would include in the preferred class the entire military and naval force engaged in the present war, so that, were they to

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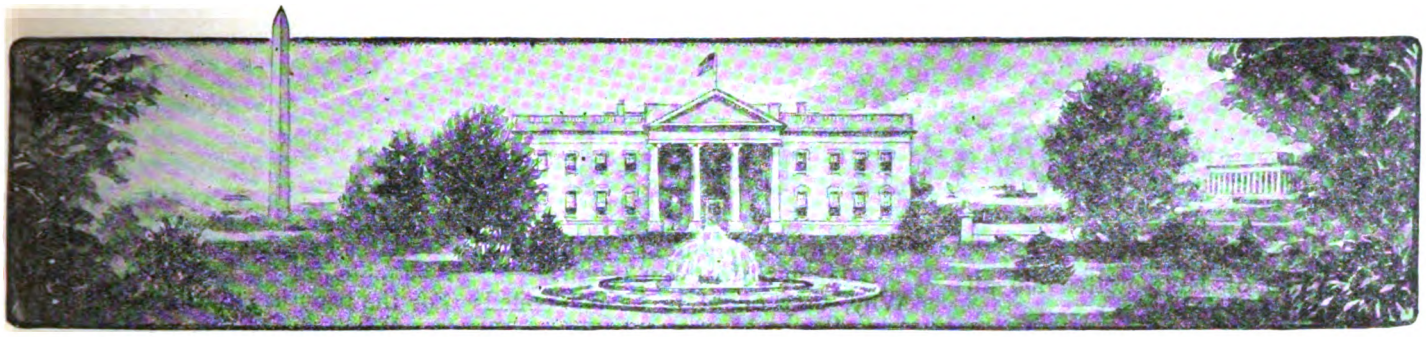

become law, the national civil service would, for all practical purposes, be closed, for the next generation at least, to any but persons having had military service. It does not appear that the soldiers and sailors themselves have requested any of this coddling.

The plan urged by the National Federation of Federal Employees avoids the twin evils of appointment to the government service of a privileged class, and the impairment of the efficiency of such service by permitting appointment to depend on something other than relative fitness as ascertained by examinations designed to meet the requirements of the positions to be filled. A measure which the Federation has drafted and will endeavor to have introduced provides that the Federal Board for Vocational Education shall prescribe, prepare and conduct courses of instruction designed to equip those taking them to meet the examinations required for appointment to the civil service, and that such courses shall be open, free of charge, to any honorably discharged soldier or sailor who wishes to avail himself of them.

In its entire field of operation this plan carries benefit without incidental injury. It assists a peculiarly deserving class, that we all desire to honor, in vocational training which can be used within the government service or elsewhere, and equips the returned soldier or sailor for efficient service in the civil branch of the government by the application of methods akin to those employed in fitting him for the military service. It makes for good citizenship and promotes the general welfare while rewarding the individual. Let every member of the National Federation of Federal Employees get behind this measure and push it for all he or she is worth.—G. A. W.

NFFE

DEPARTMENT HEADS AND SALARIES

Considerable space in this issue of THE FEDERAL EMPLOYEE is devoted to the last annual reports of department heads and other officials and to the supplemental estimates for increases in statutory salaries recently laid before Congress. Much light is shed on the subject from these sources, which are commended to the close scrutiny of all interested. Although a number of statutory salaries are recommended for increase, it is distinctly disappointing that, on the whole, the case as submitted to our legislators absolutely fails, by way of both omission and commission, to meet the imperative needs of the existing situation. Certainly it is hard to reconcile the measures of relief proposed by those presumably familiar with the facts with the dark picture of present-day conditions drawn, without exaggeration, in many instances by the same hands. Especially hard to explain is the attitude of the estimating officials in ignoring the basic measure known as the Johnson-Nolan bill, providing a general minimum wage for civilian government employees of $3 a day, or $1,080 a year, which passed the House almost unanimously, by recommending a large number of salaries for full-time adult workers below this grade.

There is something fatally askew in a governmental system in which Cabinet officers and other officials are compelled to ask, as they do ask, that salaries be based at least on ordinary humanity and decency; in which the average salary today for the mass of employees below those holding supervisory positions is but little, if any, more than $1,100 a year, no greater than the allowance made for the maintenance of pauper families in one of our largest cities, while the minimum for family maintenance in health and reasonable comfort ranges from $1,400 to $1,800 a year; in which more than 65,000 adult employees, on full time, receive less than $3 a day; in which there is no consistent line of demarcation based on education, special training, and skill.

This indictment of the civil service of today is not drawn by the employees any more than by those responsible for the conduct of the Government; it is a composite picture, which may be verified by anyone who will read what has been written recently by the heads of the executive departments and of other governmental establishments as well as by the Civil Service Commission.

—J. G. G.

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With the Poets

Sic Semper Dissenters

In the town of Hottentottenville an aged Hottentot,
Whose name was Hottentotten-Tillypoo,
Was feebly hottentottering around a vacant lot,
With a vacant look upon his higgaboo.
Now "higgaboo" is Hottentot, as you may know, for "face,"
And to wear a vacant look upon your face is a disgrace.
But poor old Mr. Tillypoo, he had no other place,
Though I understand it grieved him through (and through).

He was grubbing up potatoes in an aimless sort of way
(Which really was the only way he had),
And an officer was watching him to hear what he might say,
And arrest him if the thing he said was bad.
For it seems this wretched Tillypoo had gone and had the thought
That his neighbors didn't always do exactly as they ought;
And as this was rank sedition, why, they hoped to see him caught;
For it naturally made 'em pretty mad.

So the men of Hottentottenville, they passed a little law,
Which they called the Hotta-Shotta-Shootem Act,
Which fixed it so the postman was a kind of Grand Bashaw,
Who determined what was false and what was fact.
And the postman sentenced Tillypoo, and wouldn't hear his wails,
But kept him twenty years apiece in all the local jails,
And said he couldn't vote no more, and barred him from the mails,
And expressed the hope that this would teach him tact.

Well, the last I heard of Tilly, he was trying not to think,
And he'd tied a piece of string around his tongue,
And he never went within a mile of either pen or ink,
And he always stood when any song was sung.
And maybe you are thinking that his fate was rather tough,
But what I say is, not a bit; they didn't do enough.
When anybody differs with you, dammit, treat 'em rough;
Why, they ought to be bub-boiled alive and hung.

—Clarence Day, Jr.,
in the *New Republic*.

The New Year

The last note of the sounding bugle dies.
The drums are still. Into the realm of years
Which are no more, where even memories
Are dead, and petty jealousies and fears
Have ceased to be, where bitterness has gone,
And only leaves behind a heritage
Of happiness, the Old Year passes on.
The echoes now are still. Time lifts the page
Of young men's blood and battlefields of death,
And, as he turns it o'er, in love of them
Who gladly sacrificed their mortal breath,
The clear-voiced bells ring out a requiem.
And with the bells a New Year has begun:
Then beams the dawn of Hope, the night is done.

—Thomas Hornby Ferril, in the Denver *Rocky Mountain News*.

When Daddy Gets a Raise

Clouds will rift, skies get clearer,
Paradise will seem much nearer,
Home itself a trifle dearer—
When daddy gets a raise.
There'll be pictures for the wall,
Pretty carpet in the hall,
Trinkets new, for one and all—
When daddy gets a raise.

Days for mother will be brighter,
She will hug the wee one tighter,
For her task will then be lighter—
When daddy gets a raise.
With her needle and her yarn,
She'll not have to stitch and darn,
Sore of heart and tired of arm—
When daddy gets a raise?

Skies will be a-turning bluer,
Holes and patches will be fewer,
For the duds will all be newer—
When daddy gets a raise.
Brother's breeches will not be
Amputated at the knee
For the baby boy of three—
When daddy gets a raise.

As the children swing and teeter,
I am sure they'll all look sweeter,
And, perhaps, a little neater—
When daddy gets a raise.
Willie's feelings won't be hurt
'Cause he has to wear a shirt
Made from mother's faded skirt—
When daddy gets a raise.

Mother's heartaches will be rarer,
All the world to her'll be fairer,
In its joys she'll be a sharer—
When daddy gets a raise.
There'll be hours for quiet ease
'Neath the blossoms of the trees,
With the flowers and birds and bees—
When daddy gets a raise.

Is it, therefore, any wonder
Prayers are daily offered yonder
For these blessings without number—
When daddy gets a raise?
And when mother, good and true,
Giveth thanks where they are due,
Won't she include the union, too—
When daddy gets a raise?

—Judge Albert C. Baker
in *The Railway Clerk*.

Somewhere in France

Just an empty fireplace,
Torn aside;
Just the heart-throb of a home
That has died.
Just the fabric of a dream
Swept away;
Just the echo of a last
Yesterday.

Just the heart-throb of a home
That was bright;
Just the shadow of a dark
Endless night.
Just a hearthstone that was once
Flaming gold;
Weary as one woman's soul—
And as cold.

Just an empty fireplace
Touched by years:
Blackened with the sweep of guns,
Washed by tears.
Just a face with sorrow's brand
On its brow;
Just the heart-throb of a home—
Vanished—now!

—Margaret E. Sangster in
The Christian Herald.

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Locksley Hall
(Selected Stanzas)

Men, my brothers, men, the workers, ever reaping something new;
That which they have done but earnest of the things that they shall do.

For I dipt into the future, far as human eye could see,
Saw the Vision of the world, and all the wonder that would be.

Saw the heavens fill with commerce, argosies of magic sails,
Pilots of the purple twilight dropping down with costly bales.

Heard the heavens fill with shouting, and there rain'd a ghastly dew
From the nations' airy navies grappling in the central blue.

Far along the world-wide whisper of the south-wind rushing warm,
With the standards of the people plunging thro' the thunder-storm.

Till the war-drum throbb'd no longer, and the battle-flags were furl'd
In the Parliament of man, the Federation of the world.

There the common sense of most shall hold a fretful realm in awe,
And the kindly earth shall slumber, lapt in universal law.

. . .

Yet I doubt not thro' the ages one increasing purpose runs,
And the thoughts of men are widen'd with the process of the suns. —Alfred Tennyson.

Salute

Another song for the brave old Flag
  As full-staff high it flies,
Whether a shot-torn, smoke-grimed rag
  Or bright as the wintry skies.

We watch from the slips as the transport ships
  Come plunging through the foam,
And mothers and dads hail the glorious lads
  That bring the old Flag home.

They bore it away in the morn's dim light
  With never a good-bye cheer,
For they stole to sea like a thief in the night
  Lest the Hun of their course should hear.

But now in the breeze o'er the ransomed seas
  The proud ships make their track,
And the sirens sing and the great bells ring
  As they bring the old Flag back.

There are stripes more red where our heroes bled;
  Their memory gilds the stars;
But thanks we give for the lads that live,
  For the "doughboys" and the Tars.

Oh! let them brag of their well-served Flag
  Wherever their glad feet roam!
And let none be mute in the high salute
  As they bring "Old Glory" home.

—Edward A. Church in *Life*.

In Memoriam
(Selected Stanzas)

Ring out the grief that saps the mind,
  For those that here we see no more;
  Ring out the feud of rich and poor,
Ring in redress to all mankind.

Ring out a slowly dying cause,
  And ancient forms of party strife;
  Ring in the nobler modes of life,
With sweeter manners, purer laws.

Ring out the want, the care, the sin,
  The faithless coldness of the times,
  Ring out, ring out my mournful rhymes,
But ring the fuller minstrel in.

Ring out false pride in place and blood,
  The civic slander and the spite;
  Ring in the love of truth and right,
Ring in the common love of good.

Ring out old shapes of foul disease;
  Ring out the narrowing lust of gold,
  Ring out the thousand wars of old,
Ring in the thousand years of peace.

Ring in the valiant man and free,
  The larger heart, the kindlier hand;
  Ring out the darkness of the land,
Ring in the Christ that is to be.

—Alfred Tennyson.

While Summers Pass

Summer comes and summer goes,
Buds the primrose, fades the rose;
But his footfall on the grass,
  Coming swiftly to my door,
  I shall hear again no more,
Though a thousand summers pass.

Once he loved the clovers well,
Loved the larkspur and bluebell,
And the scent the plum-blooms yield;
  But strange flowers his soul beguiled,
  Pallid lilies, laurels wild,
Blooming in a crimson field.

So he plucked the laurels there,
And he found them sweet and fair
In that field of blood-red hue;
  And, when on a summer night
  Moonlight drenched my clovers white,
Lo! He plucked Death's lilies too.

It may be that e'en tonight,
In the Gardens of Delight,
Where his shining soul must dwell,
  He has found some flowers more sweet
  Than the clovers at my feet,
Some celestial asphodel.

But while summer comes and goes,
With the primrose and the rose,
Comes his footfall on the grass,
  Gladly, lightly to my door—
  I shall hear it echo o'er,
Though a thousand summers pass.

—Aline Michaelis in *The Enterprise*.

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THE OPEN FORUM

THE FEDERAL EMPLOYEE invites letters from its readers on subjects which properly come within the scope and purpose of the magazine. Particularly desired are suggestions which place the emphasis on the constructive side of things, looking toward the improvement of the United States Civil Service and of the condition of its employees.

Communications should be written concisely and should not exceed 300 words in length. Please write on one side of the paper only; otherwise the editorial blue pencil may have to be used. Typewritten manuscript, OPEN-SPACED, will be greatly appreciated by the editors. Each correspondent should retain a copy of his contribution. Every communication must be accompanied by the writer's name and address, which will be withheld from publication on request.

THE FEDERAL EMPLOYEE assumes no responsibility for expressions of either fact or opinion by correspondents.

PRIZE ANNOUNCEMENT

Beginning with our March issue, THE FEDERAL EMPLOYEE will pay the sum of five dollars for the letter published in the OPEN FORUM which shall be adjudged the best in the number of the magazine in which it appears.

Reconstruction Suggestions

To the Editors:

I THINK it is conceded by thinking people now that the war is over, that our nation is face to face with some of the most difficult problems this or any other country has ever been called upon to solve. Possibly four or five millions of young, able-bodied men will be released from the national service, only a small number of whom will have any but the vaguest idea of how they are going to make a living or what particular vocation they will follow upon returning to civil life. If these men or one-quarter of them are discharged from the army within, say, six months after peace is declared, will conditions and the labor market be such as to absorb them? In other words, will there be jobs for them?

It is reasonable to suppose that all classes of industry will require some reorganization after the war. Take the case, for example, of the manufacturer of a certain low-priced, popular motor car. He has stopped turning out cars, and for some time has devoted all his facilities to manufacturing products used in the war, for which, presumably, there will now be no demand. If, as may be supposed, he has all the machinery formerly used in the manufacture of his cars stored away, and will begin manufacturing with it as soon as possible, still, considerable time must elapse before he can install it and readjust himself and his factory to the change.

This, then, being true in his case, with machinery *at hand*, needing only to be installed, with a market eagerly awaiting his finished product, how long will it take manufacturers of such products as railroad equipment, bridge and structural steel, etc., to be in position to give employment to other than the relatively small number necessary to rearrange and equip the plants? Take the case of the railroads: The Government is to retain control of them for at least a year after the war is over, during which time former owners and officials cannot well accomplish much toward the work which will be necessary when they come again into possession. Upon regaining control it will be necessary, as a first step, to organize, and then to elect directors and other officials. Until this is accomplished, nothing can be done looking toward bids and the letting of contracts for supplies, however badly such may be needed. It is not to be presumed that factories and manufacturing plants will make up any articles not staple, except under contract, so we may fairly assume not much will be done in the opening of mills and factories that have been diverted to the manufacture of necessities of war until contracts are placed with them or are at least in sight.

The return of our brave boys from "over there" will probably result in such a congestion of the labor market, such an overflow of necessarily idle men, such poverty and want, and, I fear, even worse than that, as this country has never seen; and I need not say what a train of evils long and enforced idleness brings to any individual, community, or nation.

It seems to me that the leaders of labor, our heads of great industries, our statesmen and our officials in high places should at the earliest possible moment get together and perfect plans whereby the grave menace of a terribly congested labor market, with consequent idleness, poverty and want, may be averted, and not wait until it is upon us. Far be it from me to suggest any plan to these men, who have proved so wonderfully efficient in solving so many other mighty problems, but, as one standing afar off, I can see some things that may not be apparent to those close up. We have learned many lessons lately in transportation, both at home and "over there." Because of lack of railway transportation upon one occasion it was found advisable to move motor trucks under their own power from the factory where they were built to the point where the manufacturers had agreed to deliver them, and, owing to the good roads, it is said it was done in a very prompt and satisfactory manner. There is much country, however, east, west, north and south, over which in certain seasons of the year, and some of it at any time of the year, where nothing short of a flying machine could get over the roads found there. If it should be found desirable at the present time, or in the near future, to move a million soldiers for immediate use to any of our borders, we have but to recall the difficulties that beset General Pershing when he with but a few thousand entered Mexico a short time ago, to understand the delay and difficulties that would confront us in the matter of transportation in such an undertaking.

There come, from all parts of this country, increasingly long and loud cries for "good roads," and the ease and facility experienced in hauling heavy loads either with motor trucks or by horse-power over such hard-surfaced roads are such that farmers and manufacturers would welcome such roads in their community, leading to and from the large cities near them. It is a well-established fact that a thoroughfare with good, hard surface, passing by a farm, enhances the value of that particular property. It also produces a greater amount of taxes to the government, which the owner is both able and willing to pay; so the nation at large benefits in the end, as well as the individual, by the road.

For possible military emergencies alone we should have at least three good national highways reaching from the Atlantic to the Pacific coast, and, when we consider the resultant benefits to farmers and manufacturers along such roads, the added revenue in taxes, to say nothing of the additional stimulus to tourists and sightseers, the need for such hard-surfaced thoroughfares seems, indeed, imperative. If plans were now made looking to a beginning of the construction of one or more such roads coincident with the landing of the boys from "over there" it would serve to absorb just that amount of surplus labor and

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by that much assist in avoiding troublesome times until a natural adjustment can be had in the labor and industrial world.

I believe that immediate steps should be taken by the Government, first, by choosing a committee of persons of proven ability whose duty it should be to so arrange and plan that every returning soldier, before he lands shall have a definite plan of action and know exactly what he is going to do from the moment he steps off the ship that brings him home, and that this committee should be empowered to render the soldier every assistance (in money if necessary, and especially advice), based upon that particular soldier's needs, requirements and abilities, as well as the opportunities that offer in different parts of this country. This would I know, necessitate a large amount of skilled work on the part of a large number of especially efficient persons, but it seems to me the only manner in which such large numbers of men can possibly be returned to civil life in a short time without causing unrest, disturbance, trouble, want and poverty among those who have so freely offered their all, and it seems to me that a grateful nation should prove by works rather than deeds its appreciation of a task well done, and assure our heroes that they and their dependents shall not suffer more at home after peace is declared than they did during the war.

CHARLES LINWOOD,
Bakersfield, Cal.,
San Diego, Cal., F. E. U.

Government Employees and Others

To the Editors:

In a recent editorial concerning the Nolan Minimum Wage bill, the *Civil Service Chronicle* asks somebody to explain "why the Government is so lavish in its justice to railroad employees and other adopted children" while resisting "to the last ditch the proper demands of its own children."

WHY SOME GOVERNMENT EMPLOYEES ARE FAVORED ABOVE OTHERS

There are probably several explanations. The term "government" is susceptible of several interpretations. In reference to the railroad employees, the term is practically synonymous with Secretary McAdoo. But the term "Government" in relation to its own children, the civil service employees, is to be interpreted by the word "Congress." And thus is suggested one answer to the *Chronicle's* question. In the former case Mr. McAdoo was given the authority and the means to deal directly with the railroad employees, who consequently have received a substantial increase of wages in response to the requests of their powerful organizations. In comparison with the railroad men, the civil service employees are but indifferently organized and are under the immediate control of Congress.

The United States has been likened to an immense corporation, of which the voting citizens are the stockholders, who elect the members of Congress to serve as a board of directors. The members of the President's Cabinet are the executive officers of the corporation. The history of successful big business in this country is largely a record of accomplishments of captains of industry and of general managers rather than of boards of directors. Do not the same principles of action apply to the Federal Government, which is the biggest of all business? Students of governmental affairs for years have been criticizing congressional methods in dealing with the executive or administrative departments of the Government. Instead of appropriating a lump sum corresponding to the approved request of the departmental head and holding that head responsible for the proper disbursement of that sum, Congress is inclined to dictate just how each dollar of the appropriation shall be spent. Such a method would spell disaster in the case of a private corporation, and it just as surely and inexorably spells inefficiency in governmental administration. Thus Congress is directly responsible through its peculiar policy regarding salaries, for such inefficiency in the departments as is inevitable from the constant drain of the abler and more ambitious employees into the better-paid positions of private employment. It goes without saying that no private corporation could pursue such a short-sighted policy and survive. (I am told that recent history has proved the contrary in one or two cases in which a departmental head seemingly has been loath to advance his employees after authorization by Congress. If such a situation existed, it was an anomalous one, and quite at variance with the natural order of things.)

EMPLOYEES PRIMARILY RESPONSIBLE FOR EMPLOYMENT CONDITIONS

Now, the remedy for the admittedly unjust conditions to which the *Chronicle* refers rests in the hands of the civil service employees themselves. It is not correct to say that Congress as a body is indifferent to the welfare of the Government's own children. The members of Congress are estimable gentlemen, whose time and energy are so engrossed in the performance of their public duties that it requires a forceful effort to secure their attention toward a specific object. Only a strong organization has the requisite power to produce such an effort. It thus becomes a duty—I was going to say a sacred duty—to themselves and their posterity for the men and women of the civil service to perfect their organization and to employ its energies in harmony with the laws of psychology. A word to the wise—or even the near-wise—is (or ought to be sufficient.

A. W. STOCKWELL,
Boston, Mass., F. E. U.

A Plea for Free Discussion

To the Editors:

Allow me to voice my hearty approval of the plan of your newly established department entitled, "The Open Forum," wherein you invite discussion of topics bearing on "the constructive side of things." Properly conducted, this department will be the means of accomplishing much good, for it will afford a medium whereby the readers of the magazine may practice the rule of action approved at the Chicago convention of the National Federation of Federal Employees last September, recommending to all members "the study of taxation problems." This course is urged on account of its educational value in developing "the most feasible methods of controlling war profits," and also of "legitimately regulating corporate and individual control." In the same connection the record shows that the convention officially endorsed the statement:

> It is manifestly injurious to social progress and the public interest to penalize industry and thrift by taxing the products of labor for public revenue so long as other more equitable sources of revenue exist;

and also the additional statement that these problems of taxation "are vital to the welfare of labor and to the prosperity of the workers and, therefore, vital to the welfare of society."

WHY SINGLE TAX SHOULD BE DISCUSSED IN THE MAGAZINE

I am led to rehearse these acts of the convention because they constitute a complete answer to the objection raised by Brother Jul Johnson, of F. E. U. No. 6 Balboa Heights, Canal Zone, who (pages 1113-1117 of your November issue) attacks the editorial policy of the magazine in having permitted the publication of an article in the August number of Brother W. I. Swanton, of the United States Reclamation Service, giving an outline of the Henry George philosophy, which contemplates the "exemption from taxation of all personal property and improvements" and embodies the plan

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of raising public revenue by levying a tax on the site value of land.

Brother Johnson repeatedly condemns the article specified as having "no place in the columns of THE FEDERAL EMPLOYEE or any other organ published in the interest of labor," seemingly unmindful of the fact that to exempt the products of labor from taxation would to that extent inure to the benefit of labor. Then he proceeds to misrepresent the Henry George plan, which he calls "fanaticism." After thus setting up a man of straw and clothing it in raiment so utterly irrelevant that the image is grotesquely absurd, he proceeds to demolish the effigy.

The conviction is borne in upon us that Brother Johnson is plainly unacquainted with the writings of Henry George, or else he is so biased that he is unable to draw logical conclusions therefrom, it matters not which. If he had followed Brother Swanton's brief but well-considered and truthful statement, which forms the basis of his attack, he would not have gone so far astray in his characterization of the Henry George plan of taxation.

THE PRESENT WORLD-WIDE STATUS OF SITE-VALUE TAXATION

Even if the national organization of Federal Employees had not taken action recommending the study of economic questions, it would seem that a method of taxation which has been so widely accepted as to receive the unqualified endorsement of Surgeon General Gorgas, who cleaned up the Canal Zone and rendered it habitable, deserves consideration in an "Open Forum" on its own merits. This fact ought to appeal strongly to our isthmian brothers.

The almost universal adoption of the site-value tax in the provinces of western Canada and the very excellent results of its practical working there make it almost certain that this fiscal measure is destined to spread into the adjacent states on our northern border. Already it has been endorsed by the Washington State Grange, and the Farmers' Non-Partisan League, which dominates North Dakota, has a strong plank for site-value taxation in its platform.

This method of raising revenue has been endorsed by the National Grange, by the Commission on Industrial Relations, and by other organizations, state and national, too numerous to be here recounted.

The Provisional Committee of Manufacturers on Federal Taxation calls public attention to the fact that "the value of land is one-half the entire property of the United States, and it pays no federal taxes." This committee, which numbers among its members many leading manufacturing concerns, is seeking to shift taxation from production to land values.

Under the able guidance of Premier David Lloyd George, Great Britain has learned anew what a great agricultural industry means; has learned that the land is for use first, for ornament afterward. Taxes on the broad, unused acres of great manorial estates are solving the land question of England, which suggests that it may be wise to apply this remedy before the question becomes as acute in this country as it became in England. The alarming increase of tenancy in the United States shows where we are now drifting.

SEVERAL ANTI-SINGLE-TAX FALLACIES HERE LAID BARE

Brother Johnson makes the absurd claim that any burden laid upon the land owner will ultimately fall upon the wage earner, "with interest and profit added." He forgets that this cannot possibly be true if the products of labor (which include the improvements on the land) are exempt from taxation, and he seemingly is unaware of the fact that the very reason why the possessors of large fortunes in land holdings are opposed to site-value taxation is that they are unable to shift this kind of tax so as to cause it to fall on someone else.

Brother Johnson certifies to his own qualifications in these words:

> Speaking from personal experience, I own a house and lot in Vienna, Va. The rent I receive from it just covers the repairs necessary to keep the place in livable condition. I am therefore qualified to speak on the subject from both sides.

This statement seems to prove that Brother Johnson has found by personal experience that he for one has been unable to pass on to the "ultimate consumer," the tenant, his burden of taxation, "with interest and profit added." The reason for this he seems to have overlooked. Rents are always fixed at a rate as high as the traffic will bear, regardless of any tax burdens the landlord may or may not be carrying.

Assuming that the improvements on this lot are adequate to the neighborhood, they must have cost at least five or six times as much as the site upon which they are located. Obviously, therefore, it would be to Brother Johnson's advantage if these improvements were exempted from taxation, even if to do this involved the doubling or perhaps the quadrupling of the rate upon the site value. This exemption is part of the Henry George plan of taxation. Strange that Brother Johnson cannot see how it would benefit him. The benefit to the municipality of Vienna, Va., would come from the fact that the doubled or quadrupled rate upon site values would also fall upon vacant lots just as advantageously situated in the same neighborhood. This would tend to encourage improvement by compelling their present owners either to improve them or to sell them at a rate which would attract buyers whose object would be to improve these lots or put them to adequate productive use. This explains why it is that the application of the site-value tax is opposed by landlords who are holding for speculative purposes valuable sites vacant or inadequately improved.

The only people whose proprietary rights would be directly affected adversely by the Henry George plan of taxation are those whose interests as land speculators exceed their interests as holders of personalty and improvements. It would directly benefit everybody else and indirectly benefit in the end even those who under the system advocated by Brother Johnson are classed as speculators.

If the Henry George plan involves any "fanaticism" or fallacy, as Brother Johnson seems to think, let it be freely discussed, so that the good may appear and the bad be thrashed out and separated. No fallacy in economics has ever yet been eliminated by suppression of free discussion.—CHARLES SUMNER DAVIS, *Agricultural Branch, Federal Employees Union No. 2, Washington, D. C.*

Old Employees and War Workers

To the Editors:

Enclosed please find an article from a recent *Sunday Star Magazine*, which, I believe, should be taken up for study by the union heads. For instance, this portion of the article seems to suggest a loophole for wholesale dismissals or reductions of older employees:

> *Any employee* of the civil service may be dismissed when it becomes necessary to reduce the force, and the *older employees are not in a different* class from *new* war workers in this respect. But, of course, it is natural to expect that the recent appointees will be the first to be dismissed, *unless through demonstrated ability they have proved to their superiors that they are more valuable in the office organization than older clerks.* [Italics by the writer.]

This paragraph could be used by Congress (by those opposing the employees' increase and retirement pension bill) as a weapon. For instance, several years ago, when the Retirement and Pension bill, along with the salary increase, was up for passage, several Congressmen opposed it, and one said: "If the older clerks do not like their present salary, they may re-

(*Continued on page* 49)

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A Severe Indictment

Department Heads and other high officials here lay bare some of the glaring injustices and shortcomings of the Civil Service, especially in the treatment of its employees, and point out clearly measures urgently necessary to remedy existing conditions, at least in part. What the organized employees are protesting against and contending for is here proved out of the mouths of the Government's own chief witnesses. All interested in the well-being of the civilian federal employees should read every word of this testimony.

(*From the Supplemental Estimates for* 1920)

HON. FRANKLIN K. LANE, SECRETARY OF THE INTERIOR

Indian Bureau.—The salaries now paid employees of the Indian Bureau were established a great many years ago, when prices and living conditions were entirely different from what they are today. Also, it is getting more difficult to obtain and retain satisfactory employees at the salaries now paid. The bureaus of the Government established in recent years pay larger salaries than the older bureaus of the Government. Outside commercial houses in recent years have as a general rule materially increased the salaries of their employees.

In view of the greatly increased cost of living, the difficulty in procuring satisfactory employees at the salaries now paid, the great responsibilities connected with the positions of the officials and employees of the Indian Bureau, and in order to meet changed conditions and do justice to faithful employees, the increases suggested should be granted, it being understood that these proposed increases will not include the $120 increase now paid.

General Land Office.—These increases are considered necessary to keep in the service experienced employees, the loss of whose services would very seriously interfere with the proper conduct of the office, and to secure new employees to bring up to normal a very much depleted force. While employees may be, and have been, prohibited from going into other branches of the service where they would receive materially higher salaries for similar service, they cannot be prevented from quitting the service and accepting positions with private concerns which are offering and paying higher salaries than can be paid under present appropriations for this office.

The condition of the work in the General Land Office is not nearly as current as it should be. The principal cause contributing to the arrears is inability to procure or retain experienced employees. During the fiscal year ended June 30, 1918, with a force of less than 500, there were 177 separations from the office. There were 173 new appointments during the year, of which nearly half were temporary. The excessive number of temporary employees indicates the difficulty the office is confronted with; nobody without experience can handle any except the simplest work of the office efficiently.

Salaries for the General Land Office were established more than 50 years ago, since which time salaries with private concerns have more than doubled, and the cost of living has more than kept apace. It is impossible to get satisfactory employees at the present entrance salaries, and in order to get absolutely necessary employees higher salaries have been offered than are being paid to experienced employees already in the office, only to be rejected in many cases by those to whom offered. To do this it is necessary to deny deserved promotions, which, of course, is unjust.

Bureau of Education.—These increases in the force and in salaries are requested because the work of the Bureau of Education has grown very rapidly in the last few years, the activities of the bureau are much wider, and there is reason to believe that the duties which it must undertake will be much greater in the immediate future. It is not possible to secure or retain persons qualified to fill these positions at the salaries now allowed because of the increased cost of living, the constant demand for the services of such people in other fields, and the higher salaries paid officers and teachers in schools and colleges and in all positions connected with the administration of public-school systems.

Patent Office.—And there is further good ground for complaint. The purchasing power of a dollar has now shrunk to a point where a salary of $1,200 to-day amounts to not much more than the equivalent of $700 or $800 five years ago. The Patent Office clerks have learned this by the painful trial of experience, and very many of them who have worked for five years or more without a promotion and who have little or no prospect of promotion for five years in the future, are inclined to regard themselves as unfairly treated. They see mere novices everywhere engaged at as much or more than they receive after all their years of faithful service, and the result has been that a considerable number of the best of these clerks have sought, and a number have obtained, transfers to other bureaus under the Government with a view to receiving better pay; a larger number have resigned outright—several to take positions at higher salaries in the notoriously underpaid profession of teaching. Others have sought to obtain promotions by interesting Members of Congress, who generally express surprise at the existence of a condition of affairs such as is here set down. Very many others are continually begging to be promoted, and asserting that they can not possibly live on the salaries they receive.

In drafting the above noted proposals for increases in salaries not only the cause of the clerks but also the general betterment of the office has been kept in mind.

At the present time, counting all possible places, there are only 45 clerical positions in the Patent Office to which a clerk receiving $1,200 can hope to aspire by promotion. In fact there are practically less from the point of view of a female clerk for it has never been the custom to promote a woman to the position of chief or assistant chief of a division.

Also there is recommended an increase of 14 clerks at $1,000. The Patent Office has experienced great difficulty of late in getting suitable clerks who have passed the Civil Service examination to accept appointment at $900 per annum, and this would be quite impossible but for the $120 additional compensation provided by the appropriation bill for the current year.

Among the proposed increases of salaries are one of $400, and two of $200 each for three $1,200 draftsmen; and four of $200 each for four $1,000 draftsmen. A comparison of the salaries paid draftsmen in any other branch of the Government service with the salaries paid in the Patent Office will show the basis of this recommendation.

The Patent Office has had two vacancies in the $1,000 draftsman position for many months. One has been filled by a woman holding a temporary clerical position; the other has remained vacant, and neither the Civil Service Commission nor the appointing officers of the office have been able to find a sufficiently skilled person who would accept it. Those who at present are employed at this work are dissatisfied and some of them are asking to be released to take work elsewhere at higher pay.

Bureau of Standards.—I desire to call your attention to a very serious situation at the Bureau of Standards in connection with the salaries of its leaders. These salaries are nowhere near those paid by the industrial concerns for the same grade of service, nor are the increases submitted based upon present conditions. Indeed, these increases were submitted three or four years ago and represent what should have been paid at that time. In most cases the salaries of our leaders are not over 50 per cent of those paid elsewhere. There can be but one result, namely, a serious deterioration of the quality of the Bureau's personnel; this needs no argument from me. During the past three or four years the bureau has lost many of its best men. The loss of these men leads to inefficient work and tends to destroy the bureau's usefulness to the public.

Bureau of Fisheries.—This readjustment in the Division of Fish Culture is imperatively demanded by the changed industrial and living conditions since the present salary scale was established upward of a quarter of a century ago and by the recent experience of the bureau in obtaining qualified men. For several years it has been most difficult to induce desirable persons to enter the service at the meager salaries offered, and the entire field personnel has become disorganized in consequence. The situation is most serious as regards the lower grades, but an advance all along the line is necessary in order that the bureau may properly conduct its operation.

HON. W. B. WILSON, SECRETARY OF LABOR

It is recommended that because of war conditions, and the resulting higher cost of living, the per diem in lieu of subsistence allowance be raised from $4 to $6.

HON. CORNELIUS FORD, PUBLIC PRINTER

In presenting increases enumerated herewith, I am not only considering the fact that a dollar of 1914 is but 54 cents of today, but the fact that a large number of employees of the Government Printing Office have been solicited by other departments and bureaus as well as commercial

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institutions and offers made which have been hard for them to resist, and they have only done so upon the assurance that the Public Printer would meet the situation, as he should, by recommending financial consideration of a fair and equitable character. Unless this is done, the office will undoubtedly lose the services of many trained and experienced clerks whose places it would be exceedingly difficult to fill. The situation is becoming a very serious one, owing to the low salaries in effect; these salaries were fixed by Congress in most cases years ago, and cannot be changed without congressional action.

DR. HERBERT PUTNAM, LIBRARIAN OF CONGRESS

The Library is facing a serious situation. Since January, 1917, it has lost heavily by resignation; and it has been found almost impossible to secure, or having secured, to hold, at the existing salaries, persons who possess the proper qualifications for the work to be done.

The salaries paid a large part of the library staff today are not living salaries; and until they equal those paid elsewhere, especially until they shall be equalized with those paid in other Government establishments, the library will find itself seriously crippled at the very times, as at present, when it is called upon to render service of a character that requires the highest efficiency.

C. S. RIDLEY, COLONEL, UNITED STATES ARMY, SUPERINTENDENT OF STATE, WAR AND NAVY DEPT. BLDGS.

The increases requested above are submitted with the idea of securing salaries which will result in this office being able to obtain competent mechanics. Even the highest salaries authorized for mechanics in the new buildings in Potomac Park are below what such mechanics can now obtain in private employment. The salaries which are asked to be increased are lower than those provided in the above-mentioned buildings. This results in the necessity of employing incompetent help and in a constant changing of the force which makes it almost impossible to operate the building efficiently. The responsibility attached to some of the positions, such as assistant engineer, is such as to make it poor economy to employ other than the very highest class of workmen. The increases herewith submitted are in addition to any general percentage increase which Congress may provide for all employees of the Government.

F. L. AVERILL, SUPERINTENDENT OF BUILDING AND GROUNDS OF LIBRARY OF CONGRESS

In the mechanical positions the salaries thus far paid, even with the temporary increase provided, are still so far below the scale obtaining outside the government service that the supposed more favorable working conditions in the government service do not have the same force as formerly.

The proposed scale would furthermore serve to advance some most deserving employees who have remained here solely through loyalty.

The few changes in designation noted are recommended because the present designations in these cases do not at all indicate the special duties and the qualifications required. With these changes in designation it is hoped that at least some applications of properly qualified men for appointment may be received. For a long time no such applications have been filed, and it is now practically impossible to fill vacancies with qualified employees in these particular positions.

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HON. ROBERT LANSING, SECRETARY OF STATE

But it is not alone in the interest of the present incumbents that the suggested increases in these salaries are recommended. The responsibilities of the positions will, in the future, be vastly greater than they are now and if it should unfortunately happen, as there is reason to believe that it may, that the present incumbents should find it to their interests, when their obligations to the Government are discharged, to accept more remunerative employment elsewhere, it would be absolutely impossible to obtain properly qualified successors for the salaries now provided by Congress. This is no exaggeration but a frank statement of fact.

These increases are requested for the reason that it is believed to be only fair that these employees should have more compensation in view of the present cost of living and wages being paid elsewhere. The Secretary of Labor has investigated the question, and the salaries herein recommended are understood to be in accordance with the conclusions reached by him after an examination of the subject.

HON. JOSEPHUS DANIELS, SECRETARY OF THE NAVY

I cannot speak too highly of the valuable service rendered by the civilians occupying the more responsible positions since our participation in the war became imminent. The organization of the Navy Department was such that when the time came for expansion, the work, exceptionally arduous and complex as it proved to be, was carried on without friction, without delay, and with results of which everyone can well be proud. This smooth working of its bureaus and offices and their many ramifications was possible only for the reason that most of its principal clerks, all men of long experience in the Navy Department, remained at their stations heedless of the opportunities proffered them outside for salaries far in excess of what the Navy Department has ever paid, and these men formed the nucleus around which the largely increased but inexperienced personnel was built.

So, as I have said, the foregoing represent but a portion of the advancements it is desired and necessary to have made. Necessary, because to keep them in our employ we must satisfy, as far as possible, reasonable demands for compensation commensurate with their duties and capabilities, for I feel that with the termination of the war those concerns which have been doing business with the various branches of the Navy will be more than desirous of securing the assistance of departmental experts in the management and adjustment of their governmental business.

(From Annual Reports for 1918.)

HON. WILLIAM C. REDFIELD, SECRETARY OF COMMERCE

Travel Allowance.—The unjust practice continues requiring some of our employees on small salaries who travel on government business to pay, in large part, their own expenses. I renew my request that the law be changed to permit paying the necessary expenses of employees when required to travel on government work.

Representatives to Meetings and Conventions.—By special provision of law the Bureau of Standards may and does send representatives to meetings and conventions at public expense. This privilege should be extended to all other bureaus of the Department.

The Secretary recommends as urgent "larger clerical force in the field service of the Steamboat-Inspection Service and in the office of the Coast and Geodetic Survey, together with more draftsmen and com-

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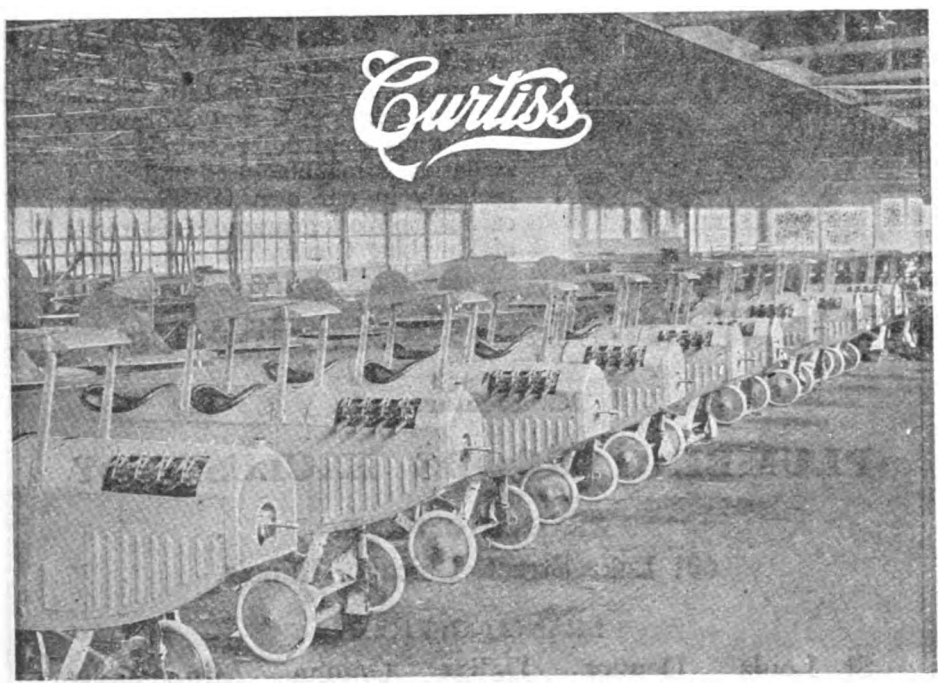

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puters at more adequate salaries in the latter service."

It is the aim of the Department to encourage its employees to acquire in pursuance of their duties as thorough a knowledge of the operations of the various services as possible in order that whenever vacancies occur in higher grade positions they may be filled by promotion. This policy leads to efficiency. By having competent employees ready to assume the duties of higher positions under present extraordinary conditions the Department has been able to prevent a serious demoralization of the work owing to the unusually heavy drain on its trained force by separations. This serious drain is shown by the fact that 1,615 out of a total force of 6,398 regularly appointed employees, over 25 per cent left the service during the year.

Before the war we could secure clerks at the low entrance salary of $900; we can not do so now. These positions are needed for our work and to have them vacant means that the work is done at the expense of clerks in the higher grades whose duties have been increased because of the war.

The remedy for this situation is a higher entrance salary, but we cannot provide this without congressional authority. The Government work must go on, but if it is to be done well it will be necessary to make the entrance salary $1,200 per annum, eliminating the $900 and $1,000 salaries for first-class clerks. A certain number of minor clerical positions, carrying a $1,000 salary, should continue and can be filled by persons whose services can be utilized for work of a minor character.

The cost of living bears cruelly now upon those who fill the lower salaried positions. It is hardly too much to say that a clerk paid $1,800 has had his salary cut in half within the last two years by the advance in prices, and for all practical purposes of living he stands where he would have stood two years ago had be then received $900 per annum. The facts are too well known to require argument. A spirit of humanity alone should lead to a radical readjustment of the entrance salaries.

The 5 and 10 per cent increase for the fiscal year 1918 has been replaced by a straight $120 per annum increase (with certain exceptions) for all those filling what may be considered permanent positions. While this is more equitable to those receiving small salaries, it is only a slight and temporary palliative of the hardship resulting from the constantly increasing cost of living. The average salary of the Government employee is estimated to be less than $1,200 per annum, and with the $120 per annum increase his earnings are augmented approximately 10 per cent over a standard which has remained practically unchanged for decades. In the last 10 years the cost of living has increased almost two-fold, for, considering the standard of prices in 1907 at 100 per cent; the same on June 30, 1917, would be represented by 197 per cent.

I renew my approval, mentioned in previous reports, of continuing the Saturday half holiday throughout the year.

Bureau of Foreign and Domestic Commerce.—The Chief of this Bureau makes mention of the Bureau's utter inability to secure employees in competition with other Government commissions and private concerns. In order to meet the increased cost of living, particularly at Washington, and to retain desirable men for whom there is a growing demand in every direction

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liberal increases in salaries have come about automatically wherever it was necessary to hold organizations together. The Bureau's disability in this respect has cost it many a valuable employee during the year and has prevented men of the highest qualifications from entering the service.

Bureau of the Census.—The numbers of positions in the various salary classes have been readjusted so as to provide a somewhat better average salary scale than heretofore. This readjustment will, it is hoped, diminish the tendency of the census force to seek employment elsewhere, although the salary scale is still unduly low as compared with those existing in other branches of the Government. The greatest difficulty which the Bureau now experiences is in inducing eligibles on the civil service registers to accept employment at the entrance salary of $900. During the 14 months' period from July 1, 1917, to August 31, 1918, inclusive, offers of appointment were tendered to 569 eligibles on the registers of the Civil Service Commission. Of these eligibles 299 declined, 79 failed to reply, and 191 accepted appointment.

Coast and Geodetic Survey.—Because of the high attainments required of those engaged on this work [referring to cartography], the salaries should be higher than at present, especially in the lower grades. Indeed, if the positions are to be filled and conditions continue as at present these salaries must be increased, because candidates cannot be found to fill them. Some of the lower paid positions have been vacant for months.

Frequent changes in the clerical force not only hinder the prompt answering of the inquiries of the public but retard the technical work of the Bureau.

Owing to the disparity between the statutory salaries in this service and those paid in other branches of the Government, the changes in the clerical personnel are in excess of the average in other government services. The statutory salary of half of the clerical force of the Bureau is not in excess of $1,000 per annum. There are 42 clerks in the Bureau. The statutory salaries of 21 of these are as follows:

Six at $720 per annum.
Ten at $900 per annum.
Five at $1,000 per annum.

The result was that during the fiscal years no less than 27 persons occupied 5 of the statutory places at $720 per annum and 33 persons occupied the 10 statutory places for clerks at $900 per annum. The general average has been that these positions have been held less than three month, there being many intervals when candidates could not be found willing to accept such salaries.

While the Government has thus really paid from its salary rolls a minimum price for clerical help, it has lost an immense amount of time of highly skilled technical employees who have instructed during one year each of these 60 different incumbents of different clerical positions, and the net result has been a financial loss far in excess of salaries that would retain a permanent force.

After referring to the need of specially skilled men as instrument makers, the report states that "the entrance salary of $1,200 does not attract men of the requisite experience to fill these positions. One of these positions was created July 1, 1917. It was only after a solicitation by correspondence and personal inquiry covering nearly six months that an incumbent was found. Another of the $1,200 positions has been vacant for months. The Bureau is

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unable to induce anyone with mechanical ability to accept an appointment to fill the vacancy."

In earlier reports mention has been made of the need of some system of retirement in order to bring about the maximum of results with the greatest economy. The Coast and Geodetic Survey is the oldest scientific bureau of the Federal Government, and naturally the defects attendant on superannuation are quite apparent.

The commissioned officers in the Coast and Geodetic Survey now number 124. To retire those above 64 years of age on three-fourths pay would have required an appropriation of but $16,650 for the current year, and would have enabled us to bring into the service 10 new field officers who are sorely needed.

The fact that the pay of these officers during their long service has been too small to permit laying aside a competence for old age is not however the principal consideration in urging retirement for them. The stronger reason is the privations they have to endure and the risks incident to the service.

Steamboat-Inspection Service.—Prompt action should now be taken with reference to increasing the pay of the clerks of the Steamboat-Inspection Service. The persons who do this work have to be peculiarly qualified, and it is believed that unless prompt relief is given the machinery of the service will be much impaired by the loss of competent clerks and the inability of the officers of the service to obtain competent persons to take their places.

The Steamboat-Inspection Service does things. In time of war or during crises men look for practical results. In such times men tie to leaders who act. Vessels have to be inspected, and that promptly, and men must be licensed without delay. With this service it is not a question of finding how not to do things, but how to do things. The time of day or night does not matter, nor do the hours of work. The clerks in the Steamboat-Inspection Service have responded splendidly to the unusual demands made upon them, because certificates of inspection have to be prepared and licenses have to be written out, not at convenience or several days after, but immediately when the necessity arises. An enormous amount of work has had to be done in the compilation of reports and data for other branches of the Government, and this has been done without delay. There has been no complaining, but there has been a cheerful response on the part of everyone to the unusual demands that have been made upon them.

HON. WILLIAM B. WILSON, *Secretary of Labor*

Retirement.—Previous recommendations of the department for an equitable system of retirement (Fifth Annual Report, p. 151), one that will best subserve the interests of efficiency and economy and at the same time insure fair financial provision for the old age of government employees who by long and faithful service have deserved this consideration, are again repeated.

Increase in Subsistence Allowance.—I also desire to call attention to certain hardships laid upon many persons engaged in travel for the department. Under the terms of the appropriations granted to the department, the total amount which can be allowed outright for subsistence is $4 per diem. The limit was fixed upon, originally, August 1, 1914. At that time the limitation was quite reasonable and no doubt necessary in order to limit unnecessary extravagance and waste of public funds. Since

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then, however, there has been a marked increase in the cost of living, and in particular of the two principal items (food and lodging), embraced within the meaning of the term subsistence. The figures of the Bureau of Labor Statistics which are most conservative, indicate that the cost of foodstuffs during the period since the adoption of the limitation has advanced *63 per cent.* Thus the purchasing power, represented by $4 today, is equivalent to only $2.46 at the time of the adoption of the rule. In consequence, faithful employees of the department find themselves forced to draw upon their own means to make up the deficit between their actual expenditure and the permitted sum. The greater number of these persons are those who are serving the Government at modest salaries, which have not kept pace with the cost of living. They can least afford further drains upon their means. I therefore feel that an increase in the amount allotted for subsistence is imperative and recommend that it be advanced from $4 to $6 per diem.

Profiteering.—Directly related to the question of wage stabilization is the problem of the steadily increasing cost of living. The department realized that to regulate wages without at the same time meeting the question of the rising costs of the services and materials which the worker purchases with his wages would be dealing in half measures. Accordingly the question of price control has been referred to the War Industries Board, the Food Administration, and the Department of Agriculture, with the request that they proceed as rapidly as possible with the formulation and enforcement of plans for the increase of production and the stabilization of the prices of the necessaries of life and the elimination of profiteering through the equitable limitations of profits.

At the present statutory salaries it is almost impossible to secure competent help, since commercial establishments, not being held by law to stated salaries, are outbidding the Government for this class of labor. What is true of the clerical force is doubly true of the labor force necessary to man the department buildings. Common laborers are now paid by commercial establishments higher salaries than it is possible for the Department to pay for skilled labor. Unless there is some action by Congress, raising the scale of pay for common and skilled laborers, it is certain that the departments will not be able to man their buildings with comfort or safety.

Owing to the depletion of the clerical force by calls to the armed forces of the United States or to supply experienced men to the newer activities, it has been necessary to replace male clerks with women, and it has been demonstrated that given the same opportunities and experience the work of the women employees in certain lines is generally as satisfactory as that of the men they displace.

Appointment Division.—Some of the more important registers of eligibles of the Civil Service Commission (notably that for stenographer and typist) were in a depleted condition throughout the year. From 50 to 75 per cent of the eligibles certified by the commission usually declined appointment and this percentage of declinations appears to have risen as high as 90 per cent at times. The qualifications and experience of those who remained on certificates were often so inadequate for the work required that the bureau or division chiefs were unwilling to recommend them for appointment.

Bureau of Immigration.—The entrance salary offered immigrant inspectors is very low in comparison with the salaries offered

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by other public services and in private establishments. Even the horizontal increases allowed by Congress have not served to overcome the disparity mentioned, and it has been increasingly difficult to obtain the right kind of persons at the compensation offered.

Children's Bureau.—The greatly increased cost of living, especially in Washington, has led to a scale of salaries in the new war services much beyond those allowed by law for similar work in older bureaus. From the Children's Bureau some transfers to services in this and other departments, at higher salaries, have been requested and permitted. Others have been made because appointees had taken civil service examinations for more responsible positions carrying higher salaries and were entitled to accept the advance when offered. In addition, various members of the staff have obtained positions in private employment at better pay than the bureau can offer. Every unnecessary transfer means a double cost to the Government, since two places must be filled instead of one and two persons instead of one adjusted to a new position.

Thus the bureau has suffered from the loss of a considerable number of valuable experienced appointees. While readjustments have been made and excellent candidates are constantly offering themselves, there is naturally a spirit of restlessness and dissatisfaction which will continue to result in changes and waste of effort and resignations from the bureau until the permanent statutory salaries are made commensurate with those now obtainable in private employment or in the new Government services. The increased living cost bears heavily upon salaried people. Many of the members of the bureau staff have heavy family burdens, greatly increased by war conditions. Their duties, necessary to national welfare at all times, are now in the highest degree patriotic war service, as the President's letter in regard to Children's Year fully recognizes. It would be unfair to fail to state that overtime work is given unstintedly and in the most patriotic spirit by the members of the bureau.

In no respect has the justice of the department's position been so amply shown as in the case of its policies with regard to the right of wage earners to organize and with regard to the corollary right of collective bargaining. In the past the right of wage earners to organize has been conceded by some employers, but vigorously denied by others. In the case of many very large employers of labor the organization of trade unions on the part of wage earners was a cause for dismissal. It was feared by employers who opposed labor organizations that if such organizations were permitted in their establishments, unreasonable and excessive demands upon the employer would follow. On the other hand, the experience of the department indicates that in the past the most disastrous and long-continued strikes had occurred in trades and in plants where there was practically no organization.

The fixed policy of the department has always been to acknowledge the right of both employers and wage earners to organize and to use its influence against abuse of organization by either side. Upon this theory the Conciliation Service of the department has always operated. Where both sides to a controversy have attained such a form of organization that they can send responsible delegates to confer with each other, there has always been not only a possibility, but almost a certainty of agreement. On the other hand, when wage

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earners are unorganized and there is no one to whom authority to speak for them can be delegated, it is evident that they can neither bargain nor be bargained with. Almost insuperable obstacles arise in such cases. The absence of organization means the absence of a medium through which the workers en masse can discuss their problems with their employers. The denial of this organization is the demand of the only means of peaceable settlement they have. Whether or not so intended, the result of refusal on the part of the employing interest to recognize the right of labor to organize is to force the development of labor organizations of a revolutionary or even of a lawless type.

It is felt, however, that the rights of organization and of collective bargaining are no longer in dispute, since they have been formally adopted both by employers and by wage earners through the National War Labor Board. This agreement between two hitherto conflicting elements is presumably temporary in nature, but there is no good reason why it should not be regarded as permanent. If the principles upon which that agreement was founded can endure the stress of war, it is fair to suppose that even greater success will attend their application during the calmer periods of peace.

The war has demonstrated that American patriotism is not restricted to any section of the country nor to any class or group of individuals nor to any stratum of society. The great need for sacrifice for the common good engendered by the war has impelled both employers and wage earners to lay aside old prejudices, old suspicions, and old hatreds. Both laborer and employer have done this in supreme measure during the past year. In continuance of that spirit of cooperation lies hope for a further attainment and development during the days of peace of that democracy for which we have taken up arms.

During the brief period of its existence the War Labor Board has been one of the most effective instruments of the department in producing historic and desirable changes in the relations of employers and wage earners in the United States. Probably the most important of these changes is that involving the right of workers to organize and to deal collectively. This subject has been dealt with in past reports. While the department is charged with the duty of promoting the interest of wage earners, it has always taken the position that such promotion shall not be to the detriment of any other class. In the conciliation of disputes it has been found, however, that the greatest barrier to agreement between the parties to a controversy lies in the fact that, while the employing interest is frequently represented by a single person, the interests of the employees are not organized, and that consequently they cannot so effectively bargain or be bargained with. Therefore, the conclusion arrived at in the Western Union case—that no employer should insist upon deciding whether his employees should or should not be members of a union—was in full accord with the policies of the department for many years. The question of discrimination against workers who are members of unions has led in the past to industrial conflicts entailing vast losses in wages and materials. I regard it as a distinct industrial advance that such a reasonable principle as that of the War Labor Board has been adopted and so generally accepted by employers.

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recognition of the right to organize is the recognition of the principle of collective bargaining. For many years the law has been making it easier, and properly so, for employing interests to deal collectively. The copartnership, the stock company, and the corporation are, from the standpoint of the wage earners, means by which employers may pool their interests as employers and collectively hire workers. The department has recognized the necessity and the desirability for such organization on the part of employers. It has also felt that such organization is desirable on the part of wage earners, for without it the wage earner is at a tremendous disadvantage. His employer is granted a normal and orderly method of dealing, and is encouraged to so deal by the law. Fairness demands that like facilities be at the disposal of wage earners. The War Labor Board has therefore tried to abolish the so-called individual contract, by which the employer exacts from the worker a signed agreement not to join a trade-union during the period of his employment. In all cases where workers have been dismissed because of their union affiliations the board has ordered their reinstatement with full pay for all time lost by reason of the dismissal.

In further application of the principle, the War Labor Board has, in every case in which this right was involved, provided that the employer shall recognize the right of his workers to collective representation, either through trade-unions or through committees democratically chosen in elections fairly conducted under rules guaranteeing freedom from any ulterior influences. Through its administrative officers, the War Labor Board has, with the approval and sanction of the department, established a method of shop elections by which the workers may be represented in determining their rates of pay and the conditions under which they work.

The Minimum Wage.—Originally committed to the premise that the worker is entitled to a wage sufficient to maintain his family and himself in health and reasonable comfort, the War Labor Board has found it necessary to make extensive studies of the cost of living and to avail itself of the data on that subject gathered by the Bureau of Labor Statistics. Upon the basis of such information, it has established certain rates varying according to local conditions below which no worker shall be paid.

The War Labor Board has conceived it to be its duty to protect the worker in his right to a living wage, regardless of the financial condition of the employing corporations. It has decided that, so far as its functions are concerned, consideration of the workers claim is paramount to consideration of the employers' ability to meet it. At the same time, the board has felt that it must consider the possibility of financial injury to an employer from equitable and necessary wage readjustments, and has, therefore, adopted as its policy the principle that where conformity with its decisions affects an employer's ability to continue effective operation of his plant, the properly constituted rate or contract-making agency shall be requested to give consideration to the action of the War Labor Board in application for increased revenues. Such recommendations have been made in the cases of street railway corporations and other public utilities regulated by state laws or city ordinances, and in the cases of manufacturing establishments under obligation to furnish material to the Government at fixed contract prices.

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It has also been recognized by the board that we are in a period when rapid changes are taking place and that the conditions upon which an award or finding is based may be so altered or modified within a short period that the award itself is no longer equitable. To correct this it has been provided that awards and findings may be reviewed at six-month intervals to meet any changes in fundamental conditions.

With respect to the question of recognition of trade-unions by employers, the War Labor Board has maintained the status quo ante, sustaining the right of the employer to refuse to deal with trade unions during the period of the war in cases where he has not dealt with them before the war and upholding the right of the union to continued recognition by employers who have recognized and dealt with it in the past.

Women in Industry.—The rights of women in industry have been rigidly protected by the War Labor Board with respect to questions of wages, health, and general welfare. In all cases where women perform the same work as men they shall, according to the policy of the War Labor Board, receive precisely the same rate of pay, and in no case be allotted tasks disproportionate to their strength.

Wage Stabilization.—One of the chief obstacles to the proper distribution of labor has been the variations in wages paid by different contractors for the Government. These differences were frequently of considerable magnitude even within the same city and for the same trades. This resulted in a tremendous turnover of labor which seriously interfered with productive efficiency. It was the individualistic strike. It represented the individual workman dissatisfied with conditions, who was either unwilling or unable to enlist his fellow workmen in a collective protest. It was much larger in the aggregate than all of our strikes. Something had to be done to reduce it to a minimum if our war-industry effectiveness was to be maintained. It was apparent that only some system of standardization of wage rates would accomplish the desired results.

Every collective wage agreement entered into between employers and employees establishes standard wages for the period of its existence and to that extent has a stabilizing effect. It reduces unrest to a minimum because employers and employees are alike parties to the agreement. Any policy of standardization determined upon by the Government to reach its highest effectiveness must give to the employer and employee a voice in determining the wage standards that are to be introduced. This policy has been pursued in the creation of the various wage-adjustment boards. These have not covered all of the field, with the exception of the War Labor Board, and its jurisdiction did not begin until the spirit of unrest amongst the workers had reached the stage of creating a labor dispute. Standardization with a view to preventing the unrest had not been undertaken in the general field of industry. To that end the board perfected plans for the formation of a Building Trades Board and a Metal Trades Board, composed of representatives of employers, employees, and the Government, to deal with problems that have arisen outside the jurisdiction of the Shipbuilding Adjustment Board and the Railroad Board of Wages and Working Conditions. Plans are being worked out for the creation of additional boards in other essential industries.

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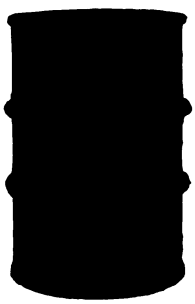

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Profiteering.—Directly related to the question of wage stabilization is the problem of the steadily increasing cost of living. The department realized that to regulate wages without at the same time meeting the question of the rising costs of the services and materials which the worker purchases with his wages would be dealing in half measures. Accordingly the question of price control has been referred to the War Industries Board, the Food Administration, and the Department of Agriculture, with the request that they proceed as rapidly as possible with the formation and enforcement of plans for the increase of production and the stabilization of the prices of the necessaries of life and the elimination of profiteering through the equitable limitations of profits.

Birds of a Feather

A young man from New York who had been to Boston had gone broke in that city. Not knowing how else to get back to New York he took a chance and boarded a train bound for the city. When the conductor came through he told him that he was a reporter for a certain metropolitan newspaper who had been sent to Boston on an assignment. He declared that he had inadvertently mislaid his pass and that his money had given out. However, if the conductor would take him through he would repay him the money as soon as they arrived in New York.

"I guess that will be all right," said the conductor. "But, by the way, your editor is in the parlor car. Come up with me, and if he says you are a member of his staff I will take you through."

They went up to the parlor car, and, to the young man's surprise, the editor vouched for him and assured the conductor that everything was correct and legitimate. As soon as the official was out of hearing the young man thanked the editor for his kindness, and said:

"Of course, you know I'm not connected with your paper, and I was fearfully afraid you'd give me away."

"Young man," said the other, "I am not the editor. I'm only traveling on his pass."—*Ladies' Home Journal.*

While the Going Was Good

A darky was ushered into the employment bureau of the duPont Powder Works and plied with the usual questions put to all new hands taken on at the works.

The old darky stood the examination pretty well, but was beginning to feel just a little bit "oneasy" when one of the men suddenly asked:

"And who would you like to be notified in case of a serious accident?"

The darky paused and scratched his head a bit at this unexpected blow at his morale, but after a little while he thought of two persons who might like to know of his misfortune. Their names were written down.

"And now," said one of the examiners, "where would you like your remains shipped?"

"Where would I like my remains shipped?" repeated the darky in a groggy sort of voice. "Boss, Ise gwine to take 'em away from here right now!"—*Selected.*

Sergeant (out of patience with awkward recruit)—Never approach the 'osses from be'ind without speaking to 'em. If you do, that thick 'ead of yours'll get so kicked we shan't 'ave nothing but lame 'osses in the stable.—*Punch.*

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THE OPEN FORUM

(*Continued from page* 36)

sign; we can bring thousands of young women here to replace them who would be glad of their good salaries." But it is to be noticed that the new war workers are more eager after "more money" than the older clerks, and their entrance salary—$1,100, with an increase to $1,200 after three months of service—is "one over" on the older clerks. In fact, many of these war workers have been increased to $1,400 and $1,600 in less than a year's service, and are still inquiring if it is possible to get another promotion soon "on the quiet"; while the older clerks have worked years, giving faithful, even overtime service (without compensation), as much as eight and ten years, at $900, $1,000, $1,200—$1,400 and $1,600 salaries were "moon high," seldom attained by any older employees, only, perhaps, after they had become gray-haired, or at times these heights might be reached by one or two clerks in twelve years of service. However, many chiefs, if not headed off, would now push out these older, faithful workers to make places for the women, and Congressmen opposing the Retirement bill would gladly cooperate with them.

As there are but 35,000 older employees and 90,000 war workers, should one of the Congressmen draft a bill to replace the older employees with the new and give them the increase due us as the retirement fund relief, this would be, of course, a serious thing for the older employees.

All employees in this city have responsibilities and depend upon their salaries as a means of support. Many of them have grown old in the service, while the war workers left good positions and, in the majority of cases, good homes, to come here, and do not really need the positions, as they can return and resume their positions at any time.

Another phase of the situation is this: Though a war worker may perform the work equally as well as an older employee (which I doubt is the case in many instances, judging from those coming under my own observation), the fact is, in justice, no excuse or reason why the older clerk should be pushed out. Congress appropriated money to bring the workers here for duration of the war only, not to supplant the older employees.

Should not the union rally the Retirement bill's friends and discuss and study the situation, especially from the standpoint of possible harm that may result to the older employees in the civil service?

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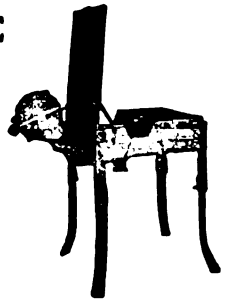

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"Single Tax" Defended

To the Editors:

Mr. Jul Johnson, in his letter in the November issue, states that, as a wage earner and landowner, he is "qualified to speak on the subject from both sides," and then proceeds with his attempt to demolish the single-tax philosophy.

Now, Henry George never attacked the personal character of landlords, but the system of private ownership of the earth's surface, which is the common heritage of all and not the monopoly of the few who hold it by paper titles, all of which Herbert Spencer once said were founded on either force or fraud.

The great lawyer Blackstone said that "no acts of lawmakers, though engrossed on parchment, sanctioned by public sentiment and hallowed by the passage of time, could ever create a real title to land." At best, a title deed is only a lease, renewable each year, with five years' grace before the Government closes the lessee out for nonpayment of what is generally called taxes. The present vicious and iniquitous system of land ownership is the tool that pries the worker loose from his earnings, and 90 per cent of the land is owned by 10 per cent of the people.

Henry George taught that the earth is large enough and rich enough for all, and that whoever wants a monopoly of some part of its surface should pay into the public treasury each year a rent fixed by public assessment.

The fact that many good men hold man-made title to some of God's earth no more justifies private ownership of land than did the fact that many slaveholders were good men justify slavery. Personalities are never good arguments.

Mr. Johnson summarily debars the single tax from the columns of THE FEDERAL EMPLOYEE and the labor press generally, yet eight out of twelve resolutions passed by the Chicago convention deal directly with matters increasing the governmental expenditures. We submit that the one great obstacle to the adoption of the N. F. F. E. program is the lack of funds in the public treasury, and that it is useless to go before Congress continually, asking for higher pay, shorter hours, and better conditions, unless we have a real answer to the ever-present question, "Where is the money coming from?" It follows that any suggestion shedding light on the source of governmental income—that is, taxes—should have a prominent place in THE FEDERAL EMPLOYEE.

—W. G. TALBOTT, *Engineer, U. S Mint, San Francisco, Cal.*

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Join the Union

By "NEW THOUGHT"

One of our brethren who has made a careful study of the entire genus Federal Employee here attempts to dissect and classify all his fellows. You will be interested in his grouping whether you agree with it or not. Is he right or wrong? What are your views on the subject?

When men in any class or occupation have the necessary wisdom and common sense to join their fellows in a compact organization and make a strong and vigorous fight for their own interests, they may reasonably hope that at least their inherent rights will be respected, and that their condition will be gradually improved. It was with this in mind that the Federal Employees Union was formed.

WHY CIVIL SERVICE EMPLOYEES HAVE NOT MADE GREATER PROGRESS

It is obvious that in a country as large as ours, with so many clashing interests at stake, the members of the various Congressional committees are bound to be so importuned and even harassed that they naturally become impatient and often suspicious. In addition to this, the methods heretofore used in placing our needs before Congress were so clumsy that the voice of the individual could not be heard above the din and clamor. Power always respects power, and so when the leader of an organization representing the organized strength of thousands speaks, he is entitled to a respectful hearing.

Our misfortune is that not all government employees have had sufficient intelligence, judgment, and vision to see that the interest of one is the interest of all; nor to see that if even a majority of them joined the union, then we should have power enough not only to protect our own interests, but also to give the help essential to establish efficiency in government.

Men are so largely governed by their preconceived notions and prejudices that they rarely see their own interests clearly. This is true of men both in and out of the government service. It is a part of the work of the members of the union to overcome these prejudices and erroneous impressions.

THE VARIOUS TYPES OF EMPLOYEES AS SEEN BY THE AUTHOR

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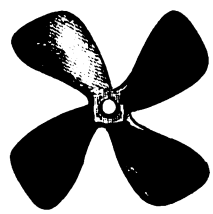

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1. *The progressive employee,* numerous in all bureaus and in all grades, generally efficient, has the common instincts of humanity well developed—even overdeveloped at times—underpaid as a rule, has all the qualities of fraternity, and is found in large numbers in this organization. He is already with us unless there are special reasons keeping him out. He naturally belongs to us and due effort should be made to have him join—he is "worth while."

2. The *employee bound by inertia.* This is the most common type found outside the union. He means well, realizes his relationship with his coworkers, and sympathizes with them. He intends to join ultimately, but puts it off, is not quite certain that he can spare the money or that it will be well spent if he joins the union. He will come in when the organization is big and powerful. He always has some excuse when approached, but his objection is never valid. There is only one thing to do to get this man, and that is to get him fully awake. Pray for him earnestly, also light a fire cracker under him occasionally.

3. The *employee who has his.* This class is composed almost wholly of employees in the upper grades. They are satisfied. A few of them remind one of the story of Mazzini, the great Italian patriot, who tells about one big fellow who shouted for freedom loudly and often, but finally the opposition gave him a fine pair of red-topped boots. After that there were no more problems to solve, no further struggle for freedom was necessary; "he had his." Many of the men in this class have climbed the mountain of life and are descending the western slope; but they do not seem to realize that they must sooner or later become inefficient, if not already partly so. It is not an encouraging lesson in common humanity to have some of these high-priced men, who have enjoyed good salaries for many years, oppose retirement when they themselves will be the beneficiaries, while the main burden will be borne by the young and strong who may never enjoy a dollar of their own contributions. It is well never to forget that the war has changed the thought of the world, and while in the past some have been practically pensioned on these high salaries, the future is not rosy for the continuance of such practice. It should not be overlooked, either, that many in this class have received their promotions as the result of political or personal favoritism, sometimes over others more deserving.

4. The *aristocratic employee* somewhat numerous in the higher grades. In his own view he is a "salaried

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man," not a "wage earner." Sometimes he thanks God that he is not like the "ordinary" clerk; the union is all right for the rank and file, but not for him—he has nothing in common with labor generally. This employee is generally efficient and often of fine character, but he feels himself above his class and does not recognize the vital fact that all of us are only Uncle Sam's "hired men." As a rule he is so prejudiced that it is useless to talk to him, for he is blinded by his inherent aristocracy, often unconsciously. In time this species will become extinct.

5. The *prejudiced employee*, more or less numerous, has some "mossback" qualities, doesn't know that the world is progressing, has ideas of union labor discarded by thinking people a full quarter of a century ago, just naturally hates Sam Gompers, thinks American Federation of Labor a bolshevistic institution. When told it costs each member of our union just nine cents a year to get the help of Mr. Gompers and the A. F. of L., he has no answer, but merely mumbles and grumbles. His case is more or less hopeless, as he is hypnotized by his prejudice; he may recover from his obsession if not too old; ridicule is the proper medicine. Some of the best men in the service belong to this type. Such sinners make good saints if fully converted.

6. The *profiteering employee*. This fellow shouts loudest about all kinds of profiteering of which he is the victim, but "soft-pedals" every kind of profiteering of which he is the beneficiary. When close pressed, though, he admits that it is not necessary for him to join the union and pay dues, for whatever benefits the union gets for its members he will share. This class is not large, but it exists, much to our shame and humiliation.

7. The *"tight-wad" employee*. This fellow is an own blood cousin to the profiteer. But why describe him? His name is known to all, and he is found in every bureau. He can give you four hundred reasons for not joining the union, but never gives you the right one—stinginess. He should be turned over to the prayerful consideration of the good-looking sisters.

8. The *timid employee*. This man's condition is really pitiful; he was born afraid. He thinks he is discreet, but he merely lacks courage; he is too negative to be of much use as a worker even if he joins, as he is hypnotized by the "fear thought." He should be handled tenderly and lovingly and told over and over that the goblins won't get him if he does "jine" the union.

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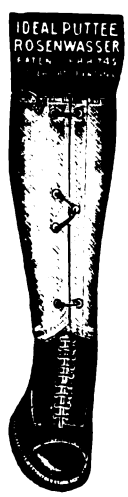

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As the Railroad Employees See It

Director-General McAdoo says railroad employees are government employees, and General Crowder says they are not. According to our best judgment both are right, for we are under government regulation in the deferred class as employees and subject to the draft because we are not Government employees by order of General Crowder. Our status having been positively fixed, it follows that whatever interests other Federal employees, interests us.

The National Federation of Federal Employees will ask for a wage increase of $1.00 a day, and a bill to cover this demand will be introduced at once to meet the difference in the going pay rate between Federal and private employment. The Government has laborers working for as low as $2.00 a day, a minimum wage of $3.00 is requested, Federal employees were granted an increase of only $120.00 a year flat, and are justified in asking for the additional wage.

The Federation makes a point of declaring that "for years the skilled trades have commanded wages far better than the wages paid trained clerical and professional workers." That is quite true as it is true that unskilled workers who are organized always will receive higher pay than unorganized clerks and professors. . . .

The Federation of Federal Employees has filed a protest against the circular of the Secretary of the Navy, forbidding employees to resign from the Navy Department. A typist, employed at the Navy Yard, Portsmouth, Va., resigned to accept a better job. The resignation was accepted with the statement, over the signature of the Secretary that "a notation has been made of your unpatriotic action for future reference." The Federation explains its protest by saying: "The order is equivalent in our opinion to industrial conscription, which although rejected by the law-making body of the United States, is here imposed by administrative order. This institutes an actual blacklist, penalizing Government workers for the sole reason that they have exercised their civil rights." . . .

All employees of the Government are barred from active participation in politics and railroad employees are included in this regulation, which is not at all pleasing to any of us. We can join with the French in saying, "This is war," and with the military commander who said, "War is hell."
—*The Railroad Trainman.*

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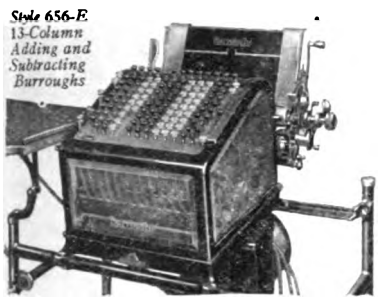

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Secretary McAdoo Urges Higher Customs Salaries

The Treasury head here tells the familiar story of men held in the government service on less than living wages by appeals to their patriotism in war time. Present conditions are maintained, the Secretary states, in violation of humanity, efficiency, and economy.

I have the honor to refer to the estimate recently submitted by this Department to Congress for defraying the cost of collecting the customs revenues for the fiscal year 1920 in the sum of $10,000,000, which estimate was based solely on the normal expenditures of the present fiscal year without providing for any increases in the compensations of the personnel. In view, however, of the greatly increased cost in living with the resultant difficulty experienced by this Department in retaining trained men of proven capabilities in the customs service at their present salaries as well as the inability to secure competent employees from civil service registers who are willing to enter the service at the inadequate salaries provided, I have deemed it expedient to revise the estimate as originally presented and to submit an amended one calling for an appropriation of $11,385,464. I cannot too strongly urge that the same be given favorable consideration.

It is perhaps unnecessary for me to refer to the diminishing purchasing power of the dollar at the present time, nor to the utter inability on the part of employees working on salaries fixed by statute many years since, to cope with the situation thus confronted. The increased cost of living and the humanitarian as well as the business necessity for raising the wage scale of employees in proportion to such increase has been recognized by practically every non-government concern in this country and prompt measures have been taken by them toward ameliorating the conditions which exist in this regard. This raising of the standard wage scale by commercial concerns has resulted in an increasing number of customs men of highly technical training and of many years' experience in the service resigning to accept more lucrative employment in commercial life. During the period of the war it has been possible in some instances, through appeals made to the men on purely patriotic grounds, to prevail upon them to remain at their posts, though at a great personal sacrifice on their part. Now that the war contingency has passed and patriotism can no longer be used as a wedge to keep them in government employ, there is every likelihood that unless some inducement is offered to retain employees who by reason of their special qualifications have made themselves almost indispensable in certain branches of the customs machinery, the customs service will be so seriously crippled by reason of their separation therefrom that it will be some time before the service has again reached that standard of efficiency and economy that at present obtains.

In the revised estimate, I have provided for a minimum salary for Inspectors of Customs at $5 per diem and have also provided for increased grades among the low salaried Examiners of Merchandise, Customs Guards, Openers and Packers, Weighers, Deputy Collectors and laborers and other employees. These recommended increases have been confined to employees in the lower and intermediate grades and

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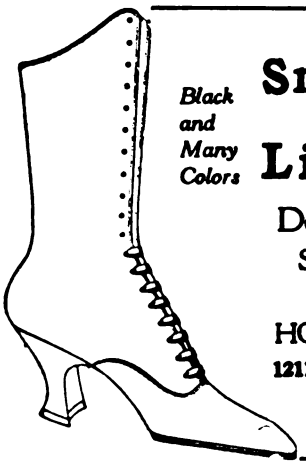
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in no instances have been made applicable to employees at present receiving salaries considered sufficiently large to make both ends meet.

In the above connection I may state that it is quite doubtful whether there has existed in any other branch of the Government Service a more consistent and systematic effort directed toward retrenchment in expenditures than in the customs service during recent years. In substantiation of this statement there is given below a table showing the customs expenditures just prior and for four years subsequent to the customs reorganization of July 1, 1913, at which time 160 customs districts and independent ports were consolidated into but 49 districts, viz:

Fiscal year	*Expenditures*	*Saving from preceding yr.*
1913.....	$10,931,432	.....
1914.....	10,441,178	$490,254
1915.....	9,930,261	510,917
1916.....	9,813,085	117,176
1917.....	9,774,881	38,204

It will be noted from the above table that the original estimate submitted for 1920 was $441,000 less than the actual expenditures during the fiscal year 1914, immediately preceding the outbreak of the European War, when normal conditions obtained throughout the country, and that the revised estimate submitted herewith based on present abnormal conditions, though providing for increase in compensation aggregating $1,385,464 is but $454,032 in excess of the actual customs expenditures for the fiscal year 1913. I trust therefore that in determining the merits of the recommendations for increases in compensations involved in the revised estimate herewith submitted, due weight and consideration will be given to the achievements made along the lines of economy in the administration of the customs service as shown by the figures submitted above.

"It is, perhaps, unnecessary for me to refer to the diminishing purchasing power of the dollar at the present time, nor to the utter inability on the part of employees working on salaries fixed by statute many years since to cope with the situation thus confronted. The increased cost of living and the humanitarian as well as the business necessity for raising the wage scale of employees in proportion to such increase has been recognized by practically every non-government concern in this country, and prompt measures have been taken by them toward ameliorating the conditions which exist in this regard."

New Year Bits

New Year's Day is not January 1 all over the world yet. In Russia and Greece it is still January 13, which was the beginning of the year according to the Julian calendar. The Greeks once celebrated December 21 as the year's first day and then later June 21, the summer's solstice. The Jews still begin their civil year with what approximates to our September 1, while their ecclesiastical year begins on March 21, the vernal equinox. It was not until 1751 that England would acknowledge January 1 as the year's beginning.

The finest New Year's celebration in the world is in Japan and China, where, before the clock strikes midnight on New Year's Eve, every debt and account must be paid. No good Chinaman or Jap ever thinks of entering the new year with an unpaid bill. Would that we might emulate that form of celebration!

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Proposed Salary Legislation

There is given below the draft of general salary-increase section of Legislative, Executive, and Judicial Appropriation Bill for fiscal year 1920 proposed by National Federation of Federal Employees. An explanation of this section appears on another page.

Sec. 6. That all civilian employees of the governments of the United States and the District of Columbia, except as otherwise provided in this section, shall receive, during the fiscal year ending June thirtieth, nineteen hundred and twenty, additional compensation at the rate of $360 per annum: *Provided,* That no employee under the age of eighteen years shall receive additional compensation under this section at a rate which is more than fifty per centum of the rate of the total annual compensation received by such employee on June thirtieth, nineteen hundred and nineteen: *Provided, further,* That the increased compensation at the rate of $120 per annum for the fiscal year ending June thirtieth, nineteen hundred and nineteen, shall not be computed as salary in construing this section: *Provided, further,* That where an employee in the service on June thirtieth, nineteen hundred and nineteen, has received during that fiscal year or shall receive during the fiscal year nineteen hundred and twenty an increase of salary at a rate equal to or in excess of $360 per annum, such employee shall be granted the increased compensation provided herein only when and upon the certification of the person in the legislative branch or the head of the department or establishment employing such person of the ability and qualifications personal to such employee as would justify such increased compensation: *Provided, further,* That the increased compensation provided in this section to employees whose pay is adjusted from time to time through wage boards or similar authority shall be taken into consideration by such wage boards or similar authority in adjusting the pay of such employees.

The provisions of this section shall not apply to the following: Employees paid from the postal revenues and sums which may be advanced from the Treasury to meet deficiencies in the postal revenues; employees of the Panama Canal on the Canal Zone; employees of the Alaskan Engineering Commission in Alaska; employees whose duties require only a portion of their time, except charwomen, who shall be included; employees whose services are utilized for brief periods at intervals; persons employed by or through corporations, firms, or individuals acting for or on behalf of or as agents of the United States or any department or independent establishment of the Government of the United States in connection with construction work or the operation of plants; employees who receive a part of their pay from any outside sources under cooperative arrangement with the Government of the United States or the District of Columbia; employees who serve voluntarily or receive only a nominal compensation, and employees who may be provided with special allowances because of their service in foreign countries. The provisions of this section shall not apply to employees of the railroads taken over by the United States, and nothing contained herein shall be deemed a recognition of the employees of such railroads as employees of the United States.

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Section 6 of the Legislative, Executive, and Judicial Appropriation Act approved May tenth, nineteen hundred and sixteen, as amended by the Naval Appropriation Act approved August twenty-ninth, nineteen hundred and sixteen, shall not operate to prevent anyone from receiving the additional compensation provided in this section who otherwise is entitled to receive the same.

Such employees as are engaged on piecework, by the hour or at per diem rates, if otherwise entitled to receive the additional compensation, shall receive the same at the rate to which they are entitled in this section.

So much as may be necessary to pay the additional compensation provided in this section to employees of the Government of the United States is appropriated out of any money in the Treasury not otherwise appropriated.

So much as may be necessary to pay the increased compensation provided in this section to employees of the government of the District of Columbia is appropriated, one-half out of any money in the Treasury not otherwise appropriated and one-half out of the revenues of the District of Columbia except to employees of the Washington Aqueduct and Water Department, which shall be paid entirely from the revenues of the water department.

So much as may be necessary to pay the increased compensation provided in this section to persons employed under trust funds who may be construed to be employees of the Government of the United States of the District of Columbia, is authorized to be paid, respectively, from such trust funds.

Reports shall be submitted to Congress on the first day of the next regular session showing for the first four months of the fiscal year the average number of employees in each department, bureau, office, or establishment receiving the increased compensation at the rate of $360 per annum and the average number by grades receiving the same at each other rate.

The "Bugle" Grows Cautious

"My boy," said the editor of the Billsville *Bugle* to the new reporter, "you lack caution. You must learn not to state things as facts until they are proved facts—otherwise you are very apt to get us into libel suits. Do not say, 'the cashier who stole the funds'; say 'the cashier who is alleged to have stolen the funds.' That's all now, and—ah—turn in a stickful about that Second Ward social last night."

Owing to an influx of visitors, it was late in the afternoon before the genial editor of the *Bugle* caught a glimpse of the great family daily. Halfway down the social column his eyes lit on the following cautious paragraph:

"It is rumored that a card party was given last evening to a number of reputed ladies of the Second Ward. Mrs. Smith, gossip says, was the hostess, and the festivities are reported to have continued until 10.30 in the evening. It is alleged that the affair was a social function given to the ladies of the Second Ward Cinch Club, and that, with the exception of Mrs. James Bilwiliger, who says she comes from Leavits Junction, none but members were present. The reputed hostess insists that coffee and wafers alone were served as refreshments. The Smith woman claims to be the wife of John Smith, the so-called 'Honest Shoe Man' of 315 East State Street."

Shortly afterwards a whirling mass, claiming to be a reporter on the *Bugle*, flew 15 feet into the street and landed with what bystanders assert was a dull, sickening thud.—*Selected.*

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Pomerene Retirement Bill

The full text of the measure substituted recently by the Senate for the McKellar-Keating "fifty-fifty" bill. Under the terms of the Pomerene bill the whole cost of retirement is put on the employees. The Government may retain as much as 8 per cent of an employee's salary for the retirement fund.

Be it enacted, etc.—

That beginning with the first day of July next following the passage of this act there shall be deducted and withheld from the monthly salary, pay, or compensation of every officer or employee of the United States to whom this act applies an amount computed to the nearest tenth of a dollar that will be sufficient, with interest thereon at 4 per centum per annum, compounded annually, to purchase from the United States an annuity, payable quarterly throughout life, for every such employee on arrival at the age of retirement, as herein provided. The deductions herein provided for shall, in the case of employees who are in the service of the Government at the time this act goes into effect, not exceed 8 per centum of the said salary, pay, or compensation; and shall be based on such annuity tables as the Secretary of the Treasury may direct, and interest at the rate of 4 per centum per annum, compounded annually, and shall be varied to correspond to any change in the rate of salary, pay, or compensation of the employee: *Provided, however,* That the deductions made from the salary, pay, or compensation of persons hereafter entering the service shall not exceed 8 per cent thereof, and such persons shall be entitled to such annuities only as said deductions with accumulations of interest thereon will purchase.

Sec. 2. That the amounts so deducted and withheld shall be deposited in the Treasury of the United States and credited, with interest thereon, to an individual account of the officer or employee from whose salary, pay, or compensation the deduction is made, and the Secretary of the Treasury is hereby directed to invest and reinvest such funds or any portion of such funds in any of the following securities, namely: Bonds of the United States, bonds issued under the provisions of the Federal Farm Loan Act, bonds or other interest-bearing obligations of any State of the United States, or any county or municipal bonds which may be approved by the board of investments hereinafter provided for.

The moneys deducted from salaries and the income derived therefrom shall be held and invested, as above described, by the Secretary of the Treasury until paid, as is hereafter provided. Any deficiency in the fund hereby created to carry out the provisions of this Act shall be paid out of any money in the Treasury not otherwise appropriated.

For the purpose of aiding the Secretary of the Treasury in investing the funds and enforcing the provisions of this Act, a Board of Investment is hereby created, composed of the Treasurer of the United States, one person to be appointed by the Secretary of the Treasury from his department, and one person to be designated by the President from among the employees of the classified civil service. The members of the Board of Investment shall be sworn and shall hold office until others are appointed and qualified in their stead.

Sec. 3. That all those engaged in the classified civil service shall be retired at

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seventy years of age and shall be entitled to the annuities and benefits herein defined: *Provided, however,* That if within thirty days before an officer or employee reaches the retirement age, the head of the department or independent office in which he is employed certifies to the Secretary of the Treasury that by reason of his efficiency and willingness to remain in the service the further continuance of such officer or employee would be advantageous to the public service, he may be retained for a further period not exceeding two years, and at the end of two years, by similar certification, he may be continued for another period not exceeding two years. Upon the failure of the head of the department or independent office to make the above-described certificates, it shall be the duty of the Secretary of the Treasury to place such employee upon the retired list.

Sec. 4. That upon absolute separation from the classified civil service prior to the age of sixty years, and only upon such separation, the officer or employee may withdraw his savings then credited to his account, with the accumulations thereon, in one sum. In case of the death of an officer or employee while in the service, the amount of his savings and accumulations thereon shall be paid to his legal representatives.

Sec. 5. That upon separation from the classified civil service at any time within ten years prior to the age of retirement the officer or employee shall receive such life annuity as his accumulated earnings, including the interest credited thereon, may purchase: *Provided, however,* That if said employee should die before receiving in annuities a sum equal to his accumulated savings, including the interest credited thereon, together with the compound interest thereon as herein provided, then the balance remaining to his credit over and above the annuities received by him shall be paid to his legal representatives.

Sec. 6. That in case of reinstatement in the classified civil service of any person who, at the time of his separation therefrom received a refund under section 4 of this act, he shall be deemed to be a new entrant to the service, and the monthly deductions from his salary shall be computed from his age at the date of such reinstatement unless he shall within ninety days after reinstatement pay to the Treasurer of the United States the amount refunded to him, which shall be applied toward the purchase of the annuity herein provided for and the deductions from his salary thereafter shall be only for such sums as may be necessary to pay for the balance of said annuity.

Sec. 7. That beginning with the first day of July next following the passage of this Act, every officer or employee then or thereafter in the classified civil service who at that time or thereafter shall have reached the retirement age shall be retired, and if in the service of the United States for twenty years or more shall receive from the United States during the remainder of his life an annuity, payable quarterly, equal to one-half of the average annual salary, pay, or compensation received during his entire period of service after July first, 1912, such annuity not to exceed a maximum of $600, and to cease at his death. Those who have served less than twenty years shall be entitled to one-twentieth of such annuity for each year of said service: *Provided, however,* That if such officer or employee at his death shall not have received annuities equal to the amount of the savings and deductions from his salary, pay, or compensation, with compound interest, as hereinbefore provided, the United States shall pay to his legal representatives the balance remaining to his credit.

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Sec. 8. Upon the retirement of officers and employees as herein provided during any fiscal year, the funds appropriated for their salaries which remain unexpended shall be applied as follows:

First. To the payment of their annuities;

Second. Ten per centum thereof shall be covered back into the Treasury; and

Third. The balance shall be available in the department or independent office from which said employees are retired, for the appointment of other officers or employees in the lower grades. Except as herein provided, all annuities shall be paid out of appropriations specially made for that purpose.

Sec. 9. That every officer and employee in the classified civil service after this Act takes effect shall be deemed to consent and agree to the deductions made and provided for herein and shall receipt in full for the salary, pay, or compensation which may be paid monthly or at any other time, and such payment shall be a full and complete discharge and acquittance of all claims and demands whatsoever for all services rendered by such person during the period covered by such payment, except his claim for the benefits to which he may be entitled under the provisions of this Act, notwithstanding the provisions of sections 167, 168 and 169 of the Revised Statutes of the United States and of any other law, rule, or regulation affecting the salary, pay, or compensation of any person or persons employed in the classified civil service to whom this Act applies.

Sec. 10. That the Secretary of the Treasury shall prepare and keep all needful tables, records, and accounts required for carrying out the provisions of this Act, including data showing the mortality experience of the officers and employees in the service and the rate of withdrawal from such service, and any other information that may serve as a guide for future valuations and adjustments of the plan for the retirement of officers and employees. The Secretary of the Treasury shall make a detailed comparative report annually to Congress showing all receipts and disbursements, together with the total number of persons receiving annuities and the amounts paid them.

Sec. 11. That this Act shall apply only to persons in the competitive classified civil service of the United States, including the District of Columbia, the Canal Zone, and the island possessions, whose salaries, pay, or compensation is paid from moneys of the United States and shall not apply to postmasters or to persons serving in positions excepted from examination, as defined in the civil-service rules. Whenever any person shall become separated from the classified civil service by reason of appointment in the unclassified service, such separation shall operate to take him out of the provisions of this Act, except as to payment of any amount that may be due him. The President shall have power, in his discretion, to exclude from the operation of this Act any group of employees whose tenure of office is intermittent or of uncertain duration.

Sec. 12. That none of the moneys mentioned by this Act shall be assignable either in law or equity, or be subject to execution or levy by attachment, garnishment, or other legal process or to the payment of taxes, local, State, or Federal; nor shall any money paid to any employee or to the legal representatives of a deceased employee be subject to the payment of the debts of such employee.

Sec. 13. That for the clerical and other service and all other expenses necessary for carrying out the provisions of this Act during the fiscal year nineteen hundred and seventeen, including salaries and rent in the District of Columbia, there is hereby

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appropriated the sum of $20,000 out of any money in the Treasury not otherwise appropriated. No officer or employee receiving a regular salary or compensation from the Government shall receive any additional salary or compensation for any service rendered in connection with the system of retiring employees provided for by this Act.

Sec. 14. That the Secretary of the Treasury is hereby authorized to perform or cause to be performed any or all acts and to make such rules and regulations as may be necessary and proper for the purpose of carrying the provisions of this Act into full force and effect; and his decision as to the amount to be deducted, the amount of interest to be credited, the amount of an annuity or refund to be paid, in any case, shall be final and conclusive and shall not be subject to review by any officer or authority.

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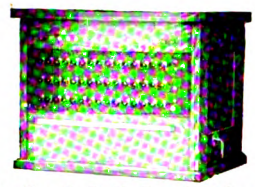

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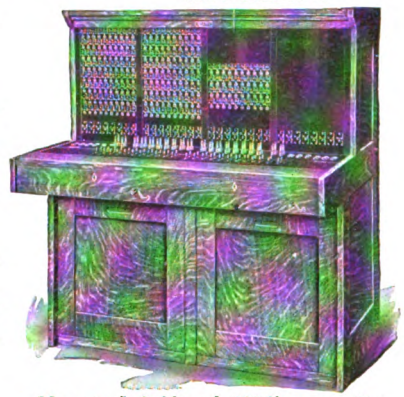

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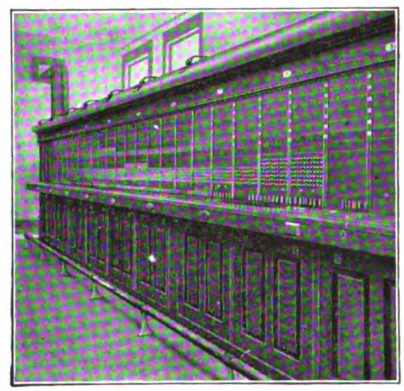

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The FEDERAL EMPLOYEE

A Magazine for Government Workers

VOLUME IV FEBRUARY, 1919 No. 2

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THE

FEDERAL EMPLOYEE

Vol. IV FEBRUARY, 1919 No. 2

Recent N. F. F. E. Activities

This is a season when the culminating work of months must be crowded into days. Congress is dealing with big problems, from constantly shifting angles. Many of these touch closely the daily lives of civilian government workers as such. You will recognize some of them here.

AT THIS WRITING (February 4) the legislative mill is running full blast in a vain attempt to keep abreast of the mass of proposed laws that have accumulated in such quantities as to threaten to clog the wheels. The four big problems on the program of our National Federation, acting in the interest of the civil service employees of the country, are all involved in one way or another in the congressional jam.

The Senate now has under discussion the salary increase to be allowed for the next fiscal year, the Legislative, Executive and Judicial Appropriation Bill carrying the sum of $240 for this purpose, the amount allowed by the House and recommended by the enate Appropriations Committee. Every effort is being made by the National Federation to induce the Senate to grant the full amount asked for, namely, a dollar a day, or $360 a year.

In the House, it will be recalled, the provision creating a joint commission of five Senators and five Members to investigate and report on a reclassification of government salaries in the District of Columbia was eliminated on a point of order as being new legislation on an appropriation bill, in violation of the rules. The Senate Appropriations Committee restored this provision with some modifications. The proposed commission differs materially from that asked for by our National Federation, which contemplated a membership composed of three high executive officials, three civil service employees to be selected by the collective action of their fellow employees and three persons representing the public at large. Provision was made for the appointment of women on this commission. The National Federation's draft of the section of the bill relative to the commission will be found on page 74.

It is now expected that the Johnson-Nolan Three-Dollar-a-Day Minimum Wage bill will be laid before the Senate at an early day by the Committee on Education and Labor, of which Senator Hoke Smith of Georgia is chairman. On January 28 the subcommittee in charge of the bill, consisting of Senator Jones of New Mexico (chairman), Borah of Idaho and Hollis of New Hampshire, held a hearing which, it is believed, removed any lingering doubts, if such existed, in the minds of the members as to the urgent necessity for the establishment throughout the government service of the minimum wage above mentioned.

A strenuous attempt is being made to bring the McKellar-Keating Retirement bill to a vote in the House. The Committee on Rules has just declined to bring in rules for the consideration of various measures, including the Retirement bill, while the appropriation bills are pending. Without a rule making it in order for the House to act on the Retirement bill, it is difficult to see how it can be brought up in view of the congested state of legislation. The friends of the McKellar-Keating bill are still hopeful, however, of finding a solution for the problem which confronts them and are watching the situation from day to day. There is no change in the situation in the Senate, where the motion to reconsider the vote by which the Pomerene bill was substituted for the McKellar bill is still pending.

AMENDMENTS TO LEGISLATIVE BILL ASKED OF SENATE

The following letter, which speaks for itself, sets forth so clearly the position of our National Federation with respect to vital matters in connection with the Legislative bill that it is given in full in all its essential features. A copy of this letter, bearing President Steward's signature, was sent to each Senator under date of January 29.

(1) We respectfully ask the Senate to amend the Legislative, Executive and Judicial Appropriation Bill, as passed by the House, so that it shall provide for a salary increase for employees of the United States Government and the District of Columbia in the amount of $1 per day, or $360 per year, instead of the $240 increase which was granted by the House.

We call to your attention the facts (*a*) that the average salary in the government service is, and has been for many years, about $1,100 per year, although this sum is now equal to but

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$550 as compared with its purchasing power five years ago; (*b*) that official statistics show that the average family in the District of Columbia on an income of $1,100 in 1916 was in debt; and (*c*) that expert statisticians of the government and other institutions agree that the minimum subsistence wage for the average family in 1919 is about $1,500 per year.

We call attention also to the wage increases in private industry, which, although not keeping pace with the increasing cost of living, have averaged an advance of 39 per cent since the war began. Government agencies, such as the National War Labor Board and the Labor Adjustment Board of the Emergency Fleet Corporation have fixed the pay of common labor at $3.68 per day, which is more than the average pay of the government clerk. The skilled mechanic's average wage is $6.40 per day, while the skilled government clerical worker receives, as a rule, $2.88 to $4 per day.

As a result of the inadequate government salary scale the Civil Service Commission is, in many instances, unable to obtain competent workers and the turnover in government service is very high. In one bureau alone 70,000 appointments have been made since March 1, 1918, and the separations have numbered 40,000. The Board of Education in Washington calls attention to an increase of 162 per cent in the number of employment certificates issued to children who should be in the public schools.

In view of the present cost of living, which authorities tell us will not diminish for several years to come, and in view of the wage increases in private employ, we feel that our request for an increase of a dollar a day for government employees is the merest justice.

(2) We ask, further, that the restriction upon the salary increase as passed by the House be so changed as to grant the increase to employees of the bureaus established since January 1, 1916. We call attention to the fact that by the time this increase would become effective (July 1, 1919) the bureaus or divisions which are of temporary character will presumably have been eliminated, and the bill as at present drawn excludes from the benefits of the increase such bureaus as the War Risk Insurance Bureau, the Tariff Commission and others where the salary scale is low and where the work is of a permanent character.

(3) The third amendment which we ask the Senate to incorporate in the bill is in many respects the most important of all. It provides for a Commission on Standardization and Reclassification of the civil service. The salary increase of $360 flat rate we ask for as relief for an immediate and critical need, which cannot be postponed. But we recognize that a flat increase is unscientific and we resort to it as a palliative only. As a permanent and fundamental remedy for intolerable conditions in the civil service we are seeking a thorough reorganization of that service upon a business-like basis.

We know that you are familiar with the multitude of inequalities and inconsistencies in the United States civil service now existing. In order to obtain consistency, justice and business-like administration, we believe it is necessary to inaugurate radical changes in the present system of management and wage-fixing in the service. We urge, therefore, for the government establishments, a system similar to those which are in operation in well-conducted private industry, and which are advocated by the Government itself for private industry—namely, a system which shall take into consideration the character of the job, the value of the job and the proper compensation to the employee who performs it.

As the first step to the end we have in view, we are asking Congress to establish a commission composed of representatives of the management of the civil service, *i.e.*, administrative officials, representatives of the employees and representatives of the public, which commission shall investigate and recommend to Congress such measures as it finds necessary to bring about the desired reorganization.

We have embodied our proposal on this subject in the enclosed draft [appears on page 74] of an amendment to the Legislative bill and urgently ask for it your favorable consideration.

TRAINING RETURNED SOLDIERS FOR THE CIVIL SERVICE

No subject lies closer to the heart and conscience of our people than the welfare of our "boys" who have returned and are returning from "over there" to be absorbed again into the great army of peace. Several measures designed to open the civil service ranks to them have been introduced into Congress. After careful consideration the following bill has been drafted on the part of our National Federation and will be laid before Congress at an early day. THE FEDERAL EMPLOYEE will be glad to have the views of its readers interested in this matter, vital at once to the soldiers and to the civilian employees and the government service.

A BILL

To provide, free of charge, to persons honorably discharged from the Army, Navy, or Marine Corps of the United States, courses of instruction designed to fit them for positions in the United States Civil Service.

Be it enacted, etc., That the Federal Board of Vocational Education (hereinafter called the board) shall have the power, and it shall be its duty as soon after the passage of this act as is found practicable, to prescribe, prepare and conduct courses of instruction designed to equip those taking them to meet the examination requirements prescribed by the United States Civil Service Commission for entrance to positions in the national civil service.

Sec. 2. That such courses of instruction shall, so far as practicable and under such conditions as the board may prescribe, be made available, without cost for instruction, to persons honorably discharged from the Army, Navy, or Marine Corps of the United States, upon their application approved by the board.

Sec. 3. That said courses of instruction shall not include those of such advanced character as are not reached in the curriculum of the average American high school, or manual training school, subject to such exceptions as the board may prescribe, and the board shall be the exclusive judge of the subjects of such courses, their scope, and the manner of conducting them. Instruction shall in no case be granted for a period exceeding two years, except upon express authorization of the board previously obtained.

Sec. 4. That the board shall have the power and it shall be its duty to provide such facilities, instructors and courses as may be necessary to insure proper training for such persons as elect to follow the courses herein provided.

Sec. 5. That the board shall have the power to make such rules and regulations as may be necessary for the proper performance of its duties, as prescribed by this act.

Sec. 6. That the board is hereby authorized and empowered, in carrying out the purposes of this act, to utilize, in its discretion and with the approval of the respective heads thereof, the facilities and services of the various departments and independent establishments of the Government, and, in its discretion, to cooperate with such public or private agencies as it may deem advisable in performing its duties imposed upon it by this act.

Sec. 7. That the board shall make an annual report to Congress, on or before December first, of its doings under this act, and shall include in such report an itemized statement of expenditures, the courses of instruction given, and the number of persons who have during the year availed themselves thereof.

Sec. 8. That there is hereby appropriated, out of any money in the Treasury of the United States, not otherwise appropriated, available immediately and until expended, the sum of $500,000, or so much thereof as may be necessary, to carry into effect the provisions of this act.

ATTITUDE OF WAR DEPARTMENT TOWARD REMOVALS

To go or stay is the question that is agitating, as it has been for weeks, the souls of thousands of government employees in Washington and elsewhere, to a greater extent perhaps in the War Department than in any other

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branch of the service. In this connection the statement which appears below, taken from a communication, dated January 11, received at our national headquarters from Mr. John C. Scofield, Assistant and Chief Clerk of the War Department, throws light on the subject.

Referring to "the demobilization of the civilian forces incident to the approaching termination of the present national emergency," the statement is made that this will no doubt result in the elimination of a large number of classified civil service employees. It will be the policy of this office to discharge, first the temporary employees who have no civil service status, and to eliminate next the least efficient among those who have attained a probational or permanent status under civil service rules."

As to the employment and release of enlisted men during the war emergency, Mr. Scofield says that they "have been utilized wherever possible in repair shops, at posts, such as Fort Sheridan, where quarters and messing facilities are available. It is the policy of the department, at this time, however, to discharge enlisted men upon their own application when there is sickness or other distress in the soldier's family and when he is needed to resume employment in industrial occupation in which there is urgent need of his service, provided that such discharge will not disturb or cripple an existing organization and that the soldier's services can be spared."

CONDITIONS IN IMMIGRATION SERVICE ALONG CANADIAN BORDER

The employees in the Immigration Service along the Canadian border are required to work the greater part of the time seven days in the week, and ten, twelve and fourteen hours per day, resulting in a great excess of overtime during the year. The conditions have been brought by the National Federation to the attention of the Department of Labor, with the result that recently an official from that department visited Montreal and made a thorough investigation of the conditions of employment and compensation of employees in the Immigration Service. The findings of this official have not yet been made public, but it is understood that he was much impressed by the contention of the employees that they should be allowed one day's rest in seven and pay for overtime work in excess of eight hours per day, or, in lieu thereof, that they be granted compensatory time. That the department will take steps in the near future to bring about better working conditions for these employees is confidently anticipated.

SECRETARY REDFIELD DISCUSSES VACATIONS FOR LIGHTHOUSE KEEPERS

In response to representations regarding adequate vacations for lighthouse keepers which have been made by our National Federation, the attitude of the Department of Commerce is set forth in the following expressions from Secretary Redfield in a letter addressed to Executive Secretary Beach under date of January 4:

> Under the Regulations for the Lighthouse Service keepers of lighthouses at isolated stations where families do not reside, and in exceptional cases of unusual remoteness or unhealthfulness of location of certain stations, are allowed not to exceed 96 days shore liberty (which includes annual and sick leave, Sundays and holidays), or at the average rate of 8 days per month for stations located on the Atlantic and Pacific Oceans and on the Gulf of Mexico, and stations located on the Great Lakes in operation throughout the year. Not to exceed at the average of 3 days per month are allowed for lake stations not in operation during the closed season of navigation. At shore stations, where quarters for families are provided, except stations unusually remote or unhealthful of location, keepers may be granted 30 days' leave per annum, exclusive of Sundays and holidays, but inclusive of sick leave. At certain isolated stations, keepers are allowed not to exceed one day as actual and necessary time of transit each way in addition to the shore liberty and annual leave allowed under the regulations. Special regulations regarding leave have been authorized by the department for certain distant light stations in Alaska and the Navassa Light Stations, West Indies.

With regard to lighthouse stations where two keepers are authorized, Secretary Redfield states that—

> neither keeper is permitted to be absent more than four days without providing a substitute at his own expense, but, wherever practicable a government relief keeper is assigned to duty during the absence of the regular incumbent. Stations having no assistant keeper are usually provided with family quarters, and it is customary for members of a keeper's family to care for the station during his absence, so that the furnishing of a substitute in such cases is not necessary. A substitute is not required at stations having three or more keepers.

SUBSISTENCE FOR DEPUTY MARSHALS IN DEPARTMENT OF JUSTICE

It has been brought to the attention of the National Federation that United States Deputy Marshals employed in the Department of Justice are receiving but $3 per diem for subsistence. On investigation it developed that this per diem is allowed to the Deputy Marshals and other lower salaried employees, whereas officials who are receiving greater compensation are allowed $4 per diem for subsistence. It is beyond the power of the Department of Justice to remedy these conditions, as the subsistence allowed the various officials is fixed by act of Congress. It remains to convince that body that the necessary legislation must be enacted.

PRAISE FOR EMPLOYEES OF STATE DEPARTMENT

We had the pleasure of printing in our last issue the deserved tribute paid by Assistant Secretary of the Treasury Leffingwell to the faithful and competent workers who, day in and day out, carry on the vast operations of that department, many of whom receive but niggardly compensation from the Government which they serve so well.

Mr. Leffingwell is not the only high public official who openly acknowledges and praises the services of the men and women whose efficiency and fidelity alone make possible the successful careers of those "higher up," including in large measure many in the legislative as well as in the executive branch of the Government. There has just come to the notice of THE FEDERAL EMPLOYEE the following just and appropriate tribute to the "officers and employees of the State Department," issued on the last day of 1918 by Acting Secretary Polk:

> As the year 1918 draws to its close, I wish, in the absence of the Secretary, to take this opportunity of wishing you a Happy New Year and also expressing the pride we who are charged with directing the various activities of the Department of State feel in the work that has been done during the period of the war by the men and women of the department. It was a temptation to many to leave and seek places in the public eye more spectacular and better paid, but you realized that there was no more essential nor more important service for the country than the service in this department and you labored on faithfully in cramped quarters, knowing no hours and making financial sacrifices, doing your duty as patriotic men and women where you knew your duty lay. I congratulate you on your splendid record. The officers of the department appreciate what you have done and are deeply grateful to you, but above all you have the personal satisfaction of knowing your work was well done.

Woman Vice-President of N. F. P. E.

Miss Ethel E. Tulloch of San Diego, Cal., has been appointed Fifth Vice-President of the National Federation of Postal Employees. This is the first time in the history of postal trade unionism that a federation of postal employees has placed a woman in an executive position in a national organization.

"Miss Tulloch's appointment," said Secretary-Treasurer Flaherty of the Federation of Postal Employees, "is a recognition of the fact that the large number of women clerks now in the postal service are entitled to direct representation in the management of their organization."

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Doings in the Field

Here are reports of many and varied activities of our brethren (not forgetting the "sisters" too), north, east, south, west. Soon the sun will never set on federal employees unions. *Nota bene*—When you do things or plan things, tell THE FEDERAL EMPLOYEE, that the news may be passed around.

THREE ADDITIONAL LOCALS FORMED IN AS MANY SECTIONS

Since our last issue went to press three new unions have come into the fold, as follows:

MALTA, MONT. (No. 113).—The members of this new local are all employees of the Reclamation Service of the Department of the Interior, engaged in work on a project 170 miles in length—such are distances in the Great West. Mr. I. M. Williams is looking after the interests of the union as temporary president, and Mr. J. T. M. Culbertson as temporary secretary.

EVANSVILLE, IND. (No. 114).—Organizer Peabody, who has brought about the formation of this local, writes that its membership is composed of workers in the United States Marine Hospital, Employment, Steamboat Inspection, and Custodian Services. The officers selected temporarily are Mr. C. M. Calahan of the Marine Hospital Service, president, and Mr. Edward P. Kramer of the United States Employment Service, secretary.

SALT LAKE CITY, UTAH (No. 115).—Through the interest and activity of Mr. Gideon J. Pillow, who is pleasantly remembered by many Washington friends, a considerable number of employees of the General Land Office and the United States Surveyor General's Office in Salt Lake City have organized a local of our national organization. Even before organization these employees had become active in looking after their interests as government workers, and it is anticipated that they will not allow matters to lag for lack of intelligent and prompt attention. The names of the officers of this new union will be announced as soon as received.

SANDY HOOK (N. J.) EMPLOYEES FORM ORGANIZATION

Governmental red tape preventing the employees at Sandy Hook from organizing has been cut at last. Early last August Vice-President Junker endeavored to organize these civil service workers, but was informed that he would first have to get the permission of the commanding officer. After a lapse of almost five months, he was advised that there was no official objection, and on December 27 a temporary organization was formed. Committees were appointed to round up every man eligible employed at the post, and an organization meeting was held at Red Bank on January 11. About seventy-five enthusiastic workers were present, who listened attentively to what Vice-President Junker had to say as to the aims and purposes of the N. F. F. E. It was then unanimously voted to petition for a charter and form a federal employees union. The following were elected officers for the ensuing year: Walter V. Stanton, president; Robert Hunter, vice-president; Harold D. Willett, recording and corresponding secretary; James T. Davies, financial secretary; George A. Roger, treasurer; William McKinney, guardian. It was voted to keep the charter list open until the next meeting, when, it is predicted, more than 100 members will be enrolled.

FEDERAL EMPLOYEES OF WILMINGTON (N. C.) AND VICINITY ORGANIZE

A meeting was held in this city yesterday afternoon [January 19] at 3 o'clock to organize the federal civil service employees of the eastern district of North Carolina into the National Federation of Federal Employees, and after organizing, elected H. H. Ford, of this city, as president, and Raymond Wheatley, of Beaufort, N. C., as secretary.

This is an organization of the federal employees of the various departments except the Postoffice Department, which is covered by the Federation of Postoffice Clerks and the Association of Railway Mail Clerks, and includes those employed in the Engineer Department, Weather Bureau, Customs Service, Labor Department, Treasury Department, etc.

Although the national body is only two years old it has now some 115 organizations, covering every state in the Union. North Carolina employees had an organization in 1917, but during the war it was suspended, and was recently reorganized. Its aims are for the general betterment of the civil service employee, retirement plans, etc. The official organ, THE FEDERAL EMPLOYEE, a monthly magazine, is printed in Washington, D. C. —*Wilmington (N. C.) Morning Star.*

OUR PEORIA BRETHREN HOLD INSTALLATION AND SMOKER

The recent smoker of Peoria Local No. 96, N. F. F. E., was a big event in the history of the union. The following capable officers were installed by Walter S. Bush, editor of the Peoria *Labor Gazette:*

President, John McKiernan; first vice-president, Daniel J. Gorman; second vice-president, Chas. Brant; third vice-president, D. Godby; fourth vice-president, W. C. Tobias; fifth vice-president, T. P. Chell; recording secretary, Paul A. Hankins; financial secretary, Joe O. Huber.

The reports show that the organization is in a very flourishing condition, and that the men in the employ of the Government appreciate the benefits of being part of the labor movement.

After the installation ceremony, President McKiernan called an old friend and war horse in the labor movement, Daniel J. Gorman, to the chair, who presided during the smoker and speaking.

The first talk of the evening was by Walter S. Bush, who gave the members words of cheer and his experiences along labor lines.

Lyle T. McArthur, former president of the Trades Assembly, was next called and made one of his usual good talks, which was highly appreciated.

John D. Lonergan, president of the Trades Assembly, who is also rated as one of the best speakers labor commands, made a rousing good talk.

The evening was voted by all present a very pleasant and profitable occasion.

BOSTON LOCAL (NO. 25) ELECTS OFFICERS FOR THE YEAR

The election of officers of the Boston Local (No. 25) was held January 16 at a largely attended meeting. Mr. Percy A. Harrison was elected Vice-President, and Messrs. Daniel Lyon of the Employment Service, Harry E. Rice of the Customs Service and James H. Tansey of the Navy Yard Service were elected Trustees. The other officers, all of whom were re-elected, are as follows: President, William J. Burke; Secretary, William J. Sleep; Financial Secretary, William H. Nitz; Treasurer, George A. Copeland; Guide, Christopher F. Gayler, and Guardian, James K. Kealey.

Fifty-three applications for membership were received.

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DRIVE FOR NEW MEMBERS IN NEW YORK CITY

New York is experiencing a good old-fashioned revival among the federal employees. In a general way the public has thought of the pampered government employee as immune from the ills which have afflicted the rest of the community. There have been loud cries of pain from other people suffering from the high cost of living and, in a fairly uniform way, adjustments have been made. But the United States employee, with his salary of two generations back, based upon conditions long since past, starves or takes on an extra job to make ends meet—and this statement is not overdrawn. He has now, however, received conviction of sin—the sin of having no press agent, no friends at court and no adequate organization to secure equitable adjustments of wage and other conditions. Hence the highly energetic membership drive which is on. Numbers first; later, counsel and action.

The activities of Uncle Sam, more diversified than any other, cover many crafts, trades, and professions, some general and some peculiar to the government service alone; the interest of each, however, is subordinate to that of the whole. The advantages of the Civil Service are offset by the inflexibility of the service, the lack of opportunity, and the special obligation and devotion to our Government, which are essential.

Meetings have been held in many sections of the city, and the membership is increasing by leaps and bounds. A typical meeting was held during the holidays, in Waverly Hall, Brooklyn, under the auspices of the Navy Yard Branch of Federal Employees Union No. 4. Despite the weather handicap, the Brooklyn Rapid Transit, and the holiday season, there was a fair attndance. The primary purpose of the meeting was to hear Brother Quinn from the national headquarters at Washington. Mr. Quinn's remarks were received with enthusiasm and he was given assurances of cooperation and assistance in the membership drive. Apart from the special purpose of the drive, the speech of Brother Quinn reached the heart of the audience. Miss Mary Scully recounted in an interesting way her adventures in and around Kingston and her view of the labor problem based on her extensive experience. The meeting was also addressed by President Fitzgerald of Local No. 4.

A NOTEWORTHY FEATURE OF THE SAN FRANCISCO LOCAL

Among other features which show that the San Francisco Local is a "live" union is the plan of having a conference committee, which is composed of representatives of F. E. U. No. 1, Branch 214 of the National Association of Letter Carriers, Local No. 2 of the National Federation of Postal Employes and the San Francisco Branch of the Railway Mail Association. This seems to be an excellent way to secure concert of action on the part of the federal employees.

In Memoriam

WHEREAS, It has pleased Almighty God to remove from our midst our worthy and esteemed brother, Frederick Stanley:

Therefore, Be It Resolved, That while bowing in humble submission to the will of our Heavenly Father, we, the members of Federal Employees Union No. 1 of the National Federation of Federal Employees, deeply mourn the loss of our brother, and hereby express our heartfelt and sincere sympathy to the bereaved family. May the healing influence of time ease their affliction and enable them to bear their great loss; and

Be It Further Resolved, That our charter be draped in mourning and that a copy of this resolution be spread upon our minutes and that a copy be sent to the bereaved family and also to the Federal Employees Magazine at Washington, D. C.

D. H. McCLURE,
President, San Francisco F. E. U. (No. 1).
A. BERRYESSA, *Secretary.*

Frederick Stanley was born in Detroit, Mich., January 24, 1847. He ran away from home at the age of 17 to serve in the Civil War, in the year 1864. He later served in Indian campaigns from 1871 to 1886 as sergeant of the 3d and 4th United States Cavalry, and in general service from 1886 to 1894. He was appointed a civilian employee in the Inspector General's Office in 1894 and served in this position until he passed away on December 1, 1918. He was buried in the Presidio National Cemetery with full military honors.

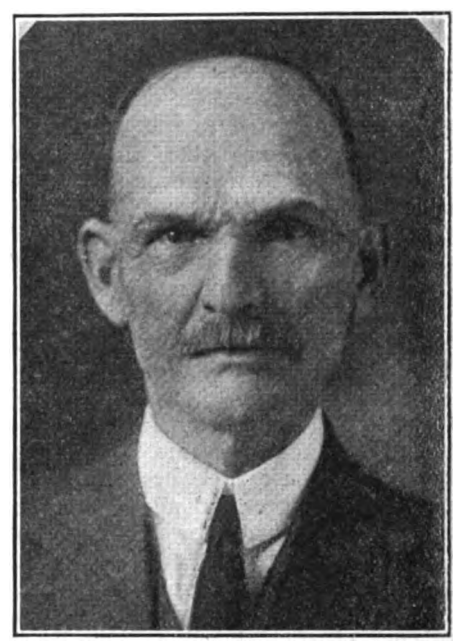
Brother Stanley was Past Commander of Lincoln Post No. 1, G. A. R.

In Memoriam

WHEREAS, It has pleased God, in His divine wisdom, to remove from our midst our beloved and esteemed brother and friend, Charles L. Brown, who for many years occupied a prominent position in the U. S. Customs Service at San Francisco, we mourn the loss of a friend whose fellowship was an honor and a pleasure to enjoy, always commanding the respect and admiration of all who knew him:

Therefore Be It Resolved, While bowing in humble submission to the will of our Heavenly Father, we, the members of Federal Employees Union No. 1, San Francisco, of the National Federation of Federal Employees, deeply mourn the loss of our brother, and hereby express our heartfelt and sincere sympathy to the bereaved family. May the healing influence of time ease their affliction and enable them to bear their great loss; and

Be It Further Resolved, That our charter be draped in mourning, this resolution be spread upon our minutes and a copy sent to the bereaved family and THE FEDERAL EMPLOYEE magazine at Washington, D. C.



CHARLES L. BROWN

Charles L. Brown, Deputy Collector of the Port of San Francisco, died January 10, 1919, after thirty-two years' faithful service work in the Customs Service. At the age of eighteen he became a school teacher and taught for a period of ten years. He read law during his spare time and was admitted to the bar in 1886, three years after entering the customs service. At the time of his death he had risen to the second highest post in the federal ranks on the Pacific coast. He was the head of the legal department, and as such was called on to decide many perplexing questions of the rights of the belligerents during the period of America's neutrality. Throughout life he was an indefatigable worker.

"Judge" Brown, as he was commonly known to his associates, was a man of lovable character, who will be sorely missed by the host of those who knew him.

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NIAGARA FALLS LOCAL (NO. 18) HAS PROFITABLE MEETING

At the regular monthly meeting of Federal Employees Union No. 18, held recently at the home of H. C. Hustleby, J. G. Martin, Deputy Collector of Internal Revenue, was elected to membership in the organization.

Many letters of importance were read from President Luther C. Steward and Secretary E. J. Newmyer of the National Federation of Federal Employees at Washington, showing the many items of interest that are being furthered by the National as well as the work that they are doing in Congress toward promoting the welfare of the government work and the bettering of the conditions of the civil employees.

Letters were also read from Congressman Dempsey and Senators Wadsworth and Calder showing that they are interested in the welfare of the employees and that they stand ready to help them in every way possible.

A new constitution was drafted and read and ordered sent to the National organization for approval.

President J. R. Riorden was unanimously elected a delegate to the Trades and Labor Council.

Secretary Hustleby was instructed to write to Congressman Dempsey and Senators Wadsworth and Calder urging them to use their best efforts to persuade Congress to adopt the recommendation made by Secretary of the Treasury McAdoo to increase the pay of the customs officers as well as some of the other lowly paid civil employees so that their pay will be in keeping with that received by the ordinary mechanic, tradesman and railroad employees.

The following officers were elected and installed: President, J. E. Riorden; Vice-President, H. F. Garwood; Recording Secretary, H. C. Hustleby; Financial Secretary, Roy Van Wagoner; Treasurer, Wm. McConnell; Guardian, Wm. Latta.

WICHITA (KANS.) LOCAL PROMPTLY AFFILIATES TO LABOR BODIES

It is gratifying to note that one of our new locals, that formed recently at Wichita, Kans., promptly took action for affiliation to the Wichita Trades and Labor Assembly, and also to the State Federation of Labor. Delegates to both of these bodies were elected by the local. Still closer relations with organized labor exist because of the fact that Brother C. E. Grove, President of the Wichita Local, is also vice-president of District No. 5 of the International Brotherhood of Boiler Makers, Iron Ship Builders and Helpers.

Proposed Commission on Standardization

FOLLOWING is the draft of a section for the Legislative, Executive and Judicial Appropriation bill proposed by our National Federation to take the place of the corresponding section of the same bill which was stricken out on a point of order when the measure was before the House of Representatives. (See page 69.)

SEC. —. That a commission is hereby created and established, to be known as the "Commission on Standardization and Reclassification of the Civil Service," hereinafter referred to as the commission, which shall have authority to make investigations concerning the duties, titles, wages, salaries, hours, efficiency ratings, conditions of employment, etc., of all employees in the civil establishments of the United States Government (except the Postal Service) and the government of the District of Columbia, with a view to their standardization and appropriate classification, and submit recommendations to Congress concerning the same. The commission (in the membership of which women shall have representation) shall be appointed by the President by and with the advice and consent of the Senate, and shall be composed as follows: Three members to represent the executive management of the civil service; three to represent the public, such members not to be officially connected with the United States Government, and three members to represent the employees, such members to be employees of the civil service who shall be nominated by the collective action of the employees under such regulations as the President may prescribe.

Vacancies occurring in the membership of the commission shall be filled in the same manner as the original appointments.

There shall be equal representation of the three classes above mentioned, in point of numbers, in the composition of all committees and subcommittees.

That the commission shall choose a chairman from its own membership. A vacancy in the commission shall not impair the right of the remaining members to exercise all the powers of the commission.

That each member of the commission shall receive a salary of $7,500 a year. The commission shall appoint a secretary, who shall receive a salary of $5,000 a year, and it shall have authority to employ and fix the compensation of such employees and expert assistants as it may from time to time find necessary for the proper performance of its duties.

That the provisions of the act approved May 10, 1916, providing that no person in the executive civil service shall be permitted to receive more than one salary when the combined amount of said salaries exceeds the sum of $2,000 per annum, shall not apply to such employees who shall be members of this commission.

That all the expenses of the commission, including all necessary expense for transportation incurred by its members or by their employees under their orders, in any other places than the city of Washington, shall be allowed and paid for on presentation of itemized vouchers therefor approved by the commission.

That the heads of the various governmental services and the Commissioners of the District of Columbia shall furnish office space and equipment, detail officers and employees, and furnish data and information, when requested by the commission, in connection with the purposes of this section.

The commission shall make a preliminary report to Congress of its doings under this section not later than December 1, 1919, and a final report not later than December 1, 1920.

For payment of the expenses incurred by said commission there is appropriated $100,000, or so much thereof as may be necessary, to be immediately available.

Our Third Vice-President Commended Officially

In the last annual report of Commissioner of Indian Affairs Cato Sells appears a reference to Miss Florence Etheridge, Third Vice-President of our national organization, from which is taken the excerpt found below.

Before leaving Washington for her present post of duty in Oklahoma, Miss Etheridge was, it will be remembered, Treasurer and one of the leading spirits of Local No. 2.

Under the title, "A Woman Probate Attorney," Commissioner Sells says:

It may be of interest that during the war a woman was appointed probate attorney. There was general approval of the appointment, and I have reason to believe that this innovation will prove entirely satisfactory. Concerning it and reflecting many similar experiences, the Fort Worth (Tex.) *Record*, in an editorial, said:

"Commissioner of Indian Affairs Cato Sells has appointed Miss Florence Etheridge of Miami, Okla, probate attorney, with headquarters at Vinita. Her appointment, it is said, is in line with Commissioner Sells' policy of appointing women to responsible positions in the Indian Service. The duties of probate attorney involve the protection of the property of minors and incompetent Indians and the prosecution of wrongdoers in the same connection. Miss Etheridge was for several years employed in the Probate Division of the Indian Office at Washington, where she demonstrated unusual ability as a lawyer, and made a vigorous fight before Congress to prevent the passage of the Borland amendment."

Favor Child Labor Tax

The Senate recently approved a bill assessing a tax of 10 per cent on child labor by a vote of 50 to 12. The minority vote was cast by southern democrats. The new amendment was drawn after the decision of the Supreme Court invalidating the previous law and has the approval of the President. It provides that those who employ child labor "shall pay for each taxable year, in addition to all other taxes imposed by law, an excise tax equivalent to 10 per centum of the entire net profits received or accrued for such year from the sale of the products of such labor." The labor of children is prohibited in certain industries under 16 years and in others as low as 14. The revenue from the tax may be slight. The main purpose of this legislation is to stop a very great evil.

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Our Brethren of the Golden Gate

To San Francisco belongs the credit of being the pioneer in the movement for the organization of federal employees in general. The life story of the San Francisco Local from its inception six years ago is here briefly sketched by one of its leaders.

By **W. J. VARNES,** ***First Vice-President***

SHORTLY after the passage of the Lloyd-La Follette bill, which repealed the so-called "gag law," about November, 1912, a small group of low-paid government employees, representing for the greater part the Customs Service, under the leadership of John T. F. Burns, taking advantage of their newly-found freedom, obtained, January 7, 1913, from the American Federation of Labor a charter, under the name of Federal Labor Union No. 14374, though the by-laws and records of the union bore the name of "Federation of Federal Civil Service Employees, Port of San Francisco." The following signed their names to this charter: John T. F. Burns, W. J. Varnes, William P. Graham, R. P. Hollenbeck, William Hamburg, T. H. O'Connor, Thomas P. McGinn, James P. Cronan.

The union was organized under the above-mentioned charter January 16, 1913, by John O. Walsh, organizer of the American Federation of Labor, with the following officers:

John T. F. Burns, Customs Service, President.

Walter Redwood, Quartermaster's Department, First Vice-President.

F. H. Ainsworth, Immigration Service, Second Vice-President.

W. J. VARNES
First Vice-President

C. F. HUTCHINSON
Second Vice-President

Miss Lela E. Dinklage, Immigration Service, Third Vice-President.

C. F. Hutchinson, Customs Service, Corresponding Secretary.

James P. Cronin, Customs Service, Financial Secretary.

C. F. Bonds, Customs Service, Treasurer.

The many proposed plans of the new union to improve the conditions of the government employees finally crystalized into the Minimum Wage bill, written by Second Vice-President Ainsworth. This was introduced into both the Senate and the House of Representatives, receiving the active and enthusiastic support of Congressman John I. Nolan, of the Fifth California district.

On December 18, 1914, the union sustained a loss in the death of its President, John T. F. Burns, who was succeeded by F. H. Ainsworth, under whose leadership interest in the Minimum Wage bill was enthusiastically maintained by requesting labor unions, central labor bodies, and other progressive organizations to urge their Congressmen and Senators to support this measure. That success attended the union's efforts is attested by the fact that the conventions of the American Federation of Labor and the National Federation of Federal Employee indorsed the bill, with the result that it was passed by the House of Representatives in October, 1918, and is now awaiting action by the Senate. On two occasions the union sent its president to Washington to represent the membership in the hearings on this bill before the subcommittee of the Committee on Labor of the House of Representatives. During the hearings in March, 1916, the low-paid employees, with the able assistance of Congressman Nolan, succeeded in getting their story before the committee and Congress in such a way that, in the language of the press representatives, caused a sensation, the report of the hearings soon receiving the designation "Heart Throbs."

Since its organization the union has maintained an office in the Pacific Building, which until very recently was kept open during the day and evening. Members were thus able to report their difficulties to the president, who, on account of his familiarity with the rules of the various departments of the Government and the civil service law, was able to give them much-needed counsel and assistance. This in time built up an *esprit de corps* which greatly assisted in carrying the union through a period

MRS. O. F. RITTER
Third Vice-President

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of fluctuating membership, caused principally by continued low wages and expectation of too great results from its activities, which had promised so much at the start. After this period the membership began to grow slowly but very steadily, being composed of those who had become members because they were in open sympathy with the labor movement, or who, being progressively inclined, recognized that the union afforded practically the only avenue through which any efforts they might be able to make in their own behalf could possibly become effective.

In our endeavor to increase our membership we have found that a large number of government employees prefer to maintain an attitude of neutrality toward all forces, real or imaginary, that might possibly, in some mysterious way, injure their opportunities for promotion. When it is pointed out that our activities, with those of our associated unions, have resulted in many improvements and increased wages; that "the powers that be" of our Government—Congressmen, executive officials, and others—prefer to hear from the employees regarding their aims and desires through the present independent organizations rather than in the old way, when employees were represented (or in many cases misrepresented) only by their official superiors, many employees still maintain that the improved conditions and increased wages that the unions have succeeded

A. BERRYESSA
Secretary

in obtaining would have been granted anyway, even without asking for them, and that therefore the unions are entitled to no credit whatever.

Before the formation of the National Federation, the San Francisco

DANIEL S. LOONEY
Delegate to San Francisco Labor Council

Union, acting in cooperation with the other locals, rendered efficient service toward securing the 5 and 10 per cent increases in salaries and wages for the fiscal year 1918.

The union, through its president, has succeeded in presenting claims of various groups of employees to the departments in Washington in such a way as to secure better conditions of employment, including reduced hours of labor and increased wages.

The union has maintained a lively interest in the subject of retirement. Shortly after its organization, in 1913, the Hamill bill, a noncontributory plan, was indorsed, but in 1915 W. A. Sprague submitted to the union for indorsement a proposed contributory plan similar to the present McKellar-Keating bill. This brought the pension question squarely before the union, and it was kept there through several meetings. Finally, the genuine retirement sentiment crystallized to such an extent that the proposed bill was adopted by the union and introduced in both houses of Congress.

On October 11, 1918, a conference committee was formed for the purpose of rendering whatever assistance might be possible toward securing the passage of the McKellar-Keating Retirement bill, now before Congress. The committee consists of representatives from the following unions:

Federal Employees Union, No. 1, National Federation of Federal Employees; Branch 214, National Association of Letter Carriers; Local No. 2, National Federation of Postal Employees; San Francisco Branch, Railway Mail Association.

The committee has met each week since the above-mentioned date, and has sent out more than two hundred letters on the subject of retirement.

While great credit is due our first pilot, John T. F. Burns and his associates for organizing the first union of miscellaneous government employees to be affiliated to the American Federation of Labor, we feel it only just to say that the inspiration and initiative displayed by them were made possible by the pioneers in the independent organization line—the postal clerks—who secured the revocation of the "gag rule" by placing in the statutes the right of government employees to organize without interference from their official superiors.

The officers of the union at this time are: D. H. McClure, President; W. J. Varnes, First Vice-President; C. F. Hutchinson, Second Vice-President; Mrs. O. F. Ritter, Third Vice-President; A. Berryessa, Secretary; L. W. Harless, Treasurer.

THOS. R. HARRISON
Inspector of Customs and an active member of the Membership Committee

Pinching Economy

"Now dear," said her mother, "take this money and get me a bag of plums from that fruit stand across the street. And you'd better make sure that they are ripe by pinching one or two."

In due course of time "dear" returned bearing the plums; also the money.

"Where did you get that money?" asked her mother. "Didn't you pay for the plums?"

"Why no," answered the angel child, "you told me to pinch one or two, and so while the man wasn't looking, I thought I might as well pinch them all!"

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House Votes $240 Salary Increase

Why is it so hard for the civilian employees of the richest nation in the world to obtain even living salaries? This question is being asked with increasing frequency in these days of stress and need. As government salaries are fixed by Congress, it is only right and proper to give the floor to our national legislators to explain their votes. Below will be found the debate in the House on the salary-increase provisions of the Legislative bill, slightly reduced in verbiage but not altered in substance.

ON JANUARY 18 the House of Representatives on a record vote (202 to 79) raised the current temporary salary increase of $120 to $240 for the fiscal year 1920. The Legislative, Executive and Judicial bill as reported by the House Appropriations Committee included only the former amount, the committee having refused to grant the request of our National Federation for an increase of a dollar a day, or $360 a year. The fight in behalf of the employees was thereupon carried to the floor of the House. Before the House took the action above noted, the Committee of the Whole (in which no record vote can be had) voted on several amendments affecting the amount of the increase (see page 120).

The cause of the employees was ably championed by a number of members, conspicuous among whom were Representatives Mann, Keating, Nolan, Wood of Indiana (a member of the Appropriations Committee), Mason and Austin. Any increase over and above the present allowance of $120 was strongly opposed by Representatives Byrnes of Tennessee, Sherley, Stafford, Sisson and Good (all members of the Appropriations Committee), and Black.

The clerk read as follows:

SEC. 2. That the pay of telephone-switchboard operators, assistant messengers, firemen, watchmen, laborers, and charwomen provided for in this act, except those employed in mints and assay offices, unless otherwise specially stated, shall be as follows: For telephone-switchboard operators, assistant messengers, firemen, and watchmen, at the rate of $720 per annum each; for laborers, at the rate of $660 per annum each; assistant telephone-switchboard operators, at the rate of $600 each, and for charwomen, at the rate of $240 per annum each.

Mr. DYER. I should like to ask the gentleman from Tennessee [Mr. Byrns] if the $120 increase proposed in this bill will apply to those employees mentioned in Section 2, which has just been read?

Mr. BYRNS of Tennessee. Yes.

Mr. DYER. Does it include the charwomen?

Mr. BYRNS of Tennessee. They get the increase up to 30 per cent of the salary which they receive.

Mr. DYER. The telephone operators and others will get the full amount?

Mr. BYRNS of Tennessee. They will get the full amount.

The Clerk read as follows:

SEC. 6. That all civilian employees of the Governments of the United States and the District of Columbia who receive a total of compensation at the rate of $2,500 per annum or less, except as otherwise provided in this section, shall receive, during the fiscal year ending June 30, 1920, additional compensation at the rate of $120 [*amended to read* "$240"] per annum: *Provided*, That such employees as receive a total of annual compensation at a rate more than $2,500 and less than $2,620 [*amended to read* "$2,740"] shall receive additional compensation at such rate per annum as may be necessary to make their salaries, plus their additional compensation, at the rate of $2,620 [*amended to read* "$2,740"] per annum, and no employee shall receive additional compensation under this section at a rate which is more than 30 [*amended to read* "60"] per cent of the rate of the total annual compensation received by such employee: *Provided further*, That the increased compensation at the rate of $120 [*amended to read* "$240"] per annum for the fiscal year ending June 30, 1919, shall not be computed as salary in construing this section: *Provided further*, That where an employee in the service on June 30, 1918, has received during the fiscal year 1919, or shall receive during the fiscal year 1920 an increase of salary at a rate in excess of $200 per annum, or where an employee whether previously in the service or not has entered the service since June 30, 1918, whether such employee has received an increase in salary or not, such employees shall be granted the increased compensation provided herein only when and upon the certification of the person in the legislative branch or the head of the department or establishment employing such persons of the ability and qualifications personal to such employees as would justify such increased compensation: *Provided further*, That the increased compensation provided in this section to employees whose pay is adjusted from time to time through wage boards or similar authority shall be taken into consideration by such wage boards or similar authority in adjusting the pay of such employees.

The provisions of this section shall not apply to the following: Employees paid from the postal revenues and sums which may be advanced from the Treasury to meet deficiencies in the postal revenues; employees of the Panama Canal on the Canal Zone; employees of the Alaskan Engineering Commission in Alaska; employees paid from lump-sum appropriations in bureaus, divisions, commissions, or any other governmental agencies or employments created by law since January 1, 1916; employees whose duties require only a portion of their time, except charwomen, who shall be included; employees whose services are utilized for brief periods at intervals; persons employed by or through corporations, firms, or individuals acting for or on behalf of or as agents of the United States or any department or independent establishment of the Government of the United States in connection with construction work or the operation of plants; employees who receive a part of their pay from any outside sources under cooperative arrangements with the Government of the United States or the District of Columbia; employees who serve voluntarily or receive only a nominal compensation, and employees who may be provided with special allowances because of their service in foreign countries. The provisions of this section shall not apply to employees of the railroads taken over by the United States, and nothing contained herein shall be deemed a recognition of the employees of such railroads as employees of the United States.

Section 6 of the legislative, executive, and judicial appropriation act approved May 10, 1916, as amended by the Naval Appropriation Act approved August 20, 1916, shall not operate to prevent anyone from receiving the additional compensation provided in this section who otherwise is entitled to receive the same.

Such employees as are engaged on piecework, by the hour, or at per diem rates, if otherwise entitled to receive the additional compensation, shall receive the same at the rate to which they are entitled in this section when their fixed rate of pay for the regular working hours and on the basis of 313 days in the said fiscal year would amount to $2,500 or less: *Provided*, That this method of computation shall not apply to any per diem employees regularly paid a per diem for every day in the year.

So much as may be necessary to pay the additional compensation provided in this section to employees of the Government of the United States is appropriated out of any money in the Treasury not otherwise appropriated.

So much as may be necessary to pay the increased compensation provided in this section to employees of the government of the District of Columbia is appropriated, one-half out of any money in the Treasury not otherwise appropriated and one-half out of the revenues of the District of Columbia, except to employees of the Washington Aqueduct and the Water Department, which shall be paid entirely from the revenues of the Water Department.

So much as may be necessary to pay the increased compensation provided in this section to persons employed under trust funds who may be construed to be employees of the Government of the United States or of the District of Columbia is authorized to be paid, respectively, from such trust funds.

Reports shall be submitted to Congress on the first day of the next regular session showing for the first four months of the

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fiscal year the average number of employees in each department, bureau, office, or establishment receiving the increased compensation at the rate of $120 [*amended to read* "$240"] per annum and the average number by grades receiving the same at each other rate.

Mr. KEATING. Mr. Chairman, on page 146, line 18, I move to strike out "$120" and insert "$360."

Mr. MASON. Mr. Chairman, I desire to speak of the particular locality where I live and the amount of money that is paid to federal employees there. The pay of the charwomen and the laborers, the elevator men and watchmen in the federal building in the city of Chicago is so low as to amount to an absolute disgrace to the Government of the United States. Case after case of charity is found among the people who are employed by the United States Government. The assistant custodian of the building has been obliged to advertise, and to do it at his own expense, for help, so many of the employees have left. Sometimes fifteen or twenty people reply, but none will take the employment. The charwomen are getting as low as about $27 a month.

I have here before me a petition, which, with the permission of the committee, I shall insert at this point in my remarks:

To the United States Senate and House of Representatives:

We, the undersigned, desire to call the attention of your honorable body to the condition of salaries in the custodian service of the Federal Building, Chicago.

Elevator men are receiving only a paltry $60 per month, and as a result most of the former reliable force has left and now the personnel is constantly changing—a dangerous and annoying condition. For $60 a month watchhmen guarding the building are expected to work seven days a week and buy their uniforms. The laborers and charwomen are in a similar, deplorable condition.

There is now a resolution before the House to grant an increase of $1 per day to these employees pending the reorganization of the federal service, and it is our earnest plea that such increase be given, in order to meet in part the very great increase in the cost of necessities, and that federal employees may enjoy at least a 'living wage."

Respectfully submitted,

Kenesaw M. Landis, Arthur L. Sanborn, Geo. A. Carpenter, judges of the District Court; Peter Newton, secretary Civil Service Commission; Chas. Schirmer, examiner Railway Mail Service; J. E. Mansfield, examiner Railway Mail Service; Ed. M. Hodgetts, inspector railway mail cars; C. H. Otis, chief examiner Railway Mail Service; Thomas I. Porter, chief United States Secret Service; Read Hanna, chief Pension Examiner; Frank Shoenfield, chief clerk Railway Mail Service; Benj. F. Carle, chief clerk Railway Mail Service; W. H. Wagner, chief examiner Naturalization Service, *etc., etc.*

Think of a man having to support a family, buying his own uniform, trying to educate a family on $60 a month! The condition of that building is simply a disgrace to the Government of the United States because of niggardly, miserable salaries that are being paid there. A comparison with the pay for the same sort of labor in the City Hall in Chicago would show a very great difference in the wages paid by the city and those paid by the Government. I do not want to encumber the *Record* by inserting all of the letters which I hold in my hand, but my colleagues can see what a number I have. They are letters of men who have resigned from the work simply because they could not live upon the wages paid. To be an employee of the Government of the United States should add some dignity to the employment; but just think of the conditions, when in some cases they are dependent upon the county agents to eke out a living while doing service for the Government of the United States.

Mr. Chairman, I hold in my hand 150 letters addressed to Rivers McNeill, custodian, most of them resigning their positions, each one giving as a reason that they could not live on their pay, some of them saying they declined the appointment, and in every case do so on account of poor pay. I insert here rates paid by the custodian of the City Hall, Chicago.

Rates of Pay Prevailing in the Custodian Service of the City Hall, Chicago, Ill.

Designation.	*Compensation for month.*	*Number of hours worked.*	*Remarks.*
Charwomen	$80.00	5½	No Sunday work.
Laborers or janitors:			
First year	80.00	7	Do.
After 2 years	85.00	7	Do.
Window washers	90.00	8	Do.
Elevator conductors	100.00	8	And are furnished 2 suits and
Elevator starters	125.00	8	2 shirts every year.
Coal passers	105.60	...	Also furnished suits.
Firemen	120.00	...	
Assistant engineers, 2d class	150.00	...	

[Continuing, Mr. Mason said that the low wages in the Custodian Service in the 1200 Federal Buildings all over the country (shown in the appended table) had prompted the introduction of resolution No. 87 by delegates Charles F. Nagl, Luther C. Steward and E. J. Newmyer of the National Federation of Federal Employees at the Convention of the American Federation of Labor held at St. Paul, Minn., in June, 1918:

	Per month
Charwomen	$27.08
Laborers	55.00
Window washers	55.00
Elevator conductors	60.00
Marble cleaners	60.00
Watchmen	60.00
Cabinetmakers	65.00
Oilers	70.00
Stenographers	75.00
Engineer helpers	83.33
Foremen	83.33

The fact was also brought out that this is virtually the only department of the government in which there has been no readjustment of wages, and that the service is being injured through dissatisfaction and inefficiency on the part of employees who are finding it harder every day to support their families. The resolution has been approved by the executive council of the American Federation of Labor.—EDITORS.]

Mr. AUSTIN. Mr. Chairman, for ten years I have been an advocate in this House for readjustment, reclassification, and equalization of salaries. I had hoped to see the time come before my departure when these inequalities which have stood for half a century or more would be removed. In the last appropriation bill an increase of $10 a month was added. The Committee on Appropriations' proposition now is to continue for another year the $120 and create a commission to study the question and report legislation to the next Congress. I know that the membership of the House has an open mind upon this question. All seek and desire to do right and justice, not only to the Government but to every employee from the humblest to the highest. In no section of the republic are living conditions more trying or more expensive than they are in the city of Washington. We require and expect of the government officials that they will be a credit, not only to themselves but to the great Government they are serving so well and so faithfully.

In the daily *Times* of this city two days ago appeared an editorial carrying a letter from a mother whose husband is an employee of this Government. I desire to have the Clerk read that letter in my time. It is an appeal which ought to reach the heart and conscience of every man who sits on the floor of this House. All that I ask of my colleagues in the consideration of this proposition and in casting this vote is to place themselves in the position of the government employee in the city of Washington. This is an appeal from those who render the highest possible clerical service in all this country. Every one of us is a daily witness to the creditable and efficient manner in which the public business is transacted. It is done so thoroughly, so efficiently, it is certainly worthy of the most careful consideration when we are to pass upon a just and fair compensation for those who perform it.

(*Continued on page* 104)

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THE OPEN FORUM

THE FEDERAL EMPLOYEE invites letters from its readers on subjects which properly come within the scope and purpose of the magazine. Particularly desired are suggestions which place the emphasis on the constructive side of things, looking toward the improvement of the United States Civil Service and of the condition of its employees.

Communications should be written concisely and should not exceed 300 words in length, otherwise the editorial blue pencil may have to be used. Please write on one side of the paper only. Typewritten manuscript, OPEN-SPACED, will be greatly appreciated by the editors. Each correspondent should retain a copy of his contribution. Every communication must be accompanied by the writer's name and address, which will be withheld from publication on request.

THE FEDERAL EMPLOYEE assumes no responsibility for expressions of either fact or opinion by correspondents.

PRIZE ANNOUNCEMENT

Beginning with our March issue, THE FEDERAL EMPLOYEE will pay the sum of five dollars for the letter published in the OPEN FORUM which shall be adjudged the best in the number of the magazine in which it appears.

For the Good of the Order

Man steadily progressing toward social altruism, but still the victim of snobbishness and intolerance.

To the Editors:

When the worker in this age pauses in his labor, and looks back along the paths of progress made by man in his evolution from the abysmal brute, he sees as milestones along the way the words SELF PRESERVATION. It has become one of our trite sayings that "self-preservation is the first law of nature." In the infancy of the race it was, indeed, Nature's first law. When primeval man glided through the jungle seeking what he might devour, he must of necessity have been aware of those forest denizens abroad on a similar mission, those that were seeking him, to make of him their next meal. With him truly self-preservation was the first law of nature; and self and selfishness became firmly rooted in human nature.

In that far-distant era the family constituted the largest human group and found itself inadequate for its own protection. Then the younger males brought home their wives, and the Patriarchal period in history began, and with it the first idea of mutuality came to him. Any danger which threatened a single member of the clan threatened the very life of the clan itself; consequently all sprang to the aid of the endangered one. A natural development from this condition was a leader, and immediately pride of place rose in men's midst.

Coming down through the ages, pride of place—position in life—has become the greatest evil the race has known. From it have sprung arrogance, imitation of the great by the lowly, snobbishness, intolerance; and directly attributable to it are many of our worst vices. It is a sad commentary on our nature, but it is true, that material advancement has become a fetich. As we strive for place, we congregate in groups, and in our vanity look down on those we conceive to occupy a lower step on society's scale. The clerk deems himself superior to the artisan, the artisan prides himself on not being a laborer, and the laborer feels that life has not dealt justly with him.

Stop and consider for a moment, Mr. Clerk and Miss Stenographer, how helpless you would be in your struggle for existence did you not have brought to you the finished product of the artisan. The pen you use, the typewriter which lightens your labor, must come from the hands of those you feel beneath you. You, Mr. Artisan, who take such pride in not being a laborer, how would you fare without the materials the laborer digs from the earth or gathers from its surface: the iron for your tools, the fuel for your engines—all the result of labor's toil. Take pride in your achievements if you must, but give due credit to your youthful environment, which placed opportunity within your grasp.

Stoop down to help those whose lot in life is not as happy as is your own. Consider your place in life to be high, if you will, but know that if you reach down to lift your less fortunate brother, you must of necessity raise yourself as well. All who work are in one great class, and he who works for the advancement of that class, works most truly for himself. When the subdivisions of the great working class lay aside their snobbishness and realize that all are dependent one upon another, then and not till then, will the motto of our organization really mean that we are ALL FOR ONE, ONE FOR ALL.

JOHN D. CLOUD,
Philadelphia F. E. U.

Some "Urgent Deficiencies" in the Civil Service

A "sister" in the Washington (D. C.) local suggests collection of certain data for use with Congress. Points out conditions in Civil Service which, in her judgment, make this imperative.

To the Editors:

I would like to suggest to the Federal Employees Union the collection of certain data relative to government employees which would give us the advantage of being able to place the facts before Congress as well as before the executive branches of the Government tending to show some of the "urgent deficiencies" in the service.

CIVIL SERVICE RULES VIOLATED—NO POWER TO ENFORCE

For instance, the President of the United States, from time to time, has issued various orders and regulations supposed to govern the civil service. A few months ago Mr. Wilson issued an order nullifying the rule which forbade more than one member of one family to hold a position in the civil service. At the very time this order went forth there were several hundred families already represented in the service by two or more members.

To the initiated this order had the effect of putting the President of the United States in a ridiculous position. Of course, the President, virtual head of the executive branch of the service, is not unaware that there exists no person or office vested with the power of enforcing any of these rules or provisions, though he must have been ignorant that the names of many whole families were already on the government rolls.

The same situation exists with regard to the rule of apportionment, which also was waived by executive order for the period of the war, in order to allow appointments to be made from the District of Columbia. As a matter of fact, very few such appointments were made following this order, for the reason that every available person in the District of Columbia had already obtained a government position.

WHY DATA ON VIOLATIONS SHOULD BE COLLECTED

These are only two examples of the anomalous situation. There are others, but the only way to obtain all the facts is to collect all these orders and then by examination of the records, find how many violations of each order have occurred. It would be interesting and valuable to

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know just how many persons entered the service by examination and appointment through the Civil Service Commission by original classification or by executive order and the schedule of salaries paid to each of these three classes. In this way could be determined whether or not experience is a real asset to the clerk as far as concerns his salary; whether or not those clerks who complied with all requirements as to examination, fitness, etc., are paid as well as those who evaded this requirement.

Something like this must be done before Congress will be roused to the fact that the Civil Service Commission has no power whatever to enforce its orders and regulations, that the President is being humbugged, and that even the statutes passed by Congress may be broken with impunity by any official who sees fit to do so. For it has been done, is being done, and will so continue until the eyes of the legislators are opened to the many ills and defects in the service.

It has been proposed that the whole civil service of the Government be reorganized, the positions standardized according to grades of work, with salaries apportioned to the character of work and bonuses for length of service, etc. But this reorganization cannot be carried out successfully until the faults in the present system are clearly set forth and understood, so they may be avoided in the future.

Above all, it is necessary that the heads should know all these things. They have been deceived long enough. Once these authorities are alive to the facts, it will not be so difficult to convince the legislative branch of the Government. M. G. A.

Washington, D. C.

Living Conditions in Halifax

The hardships of an underpaid United States government employee in "the most expensive city on the continent for a man to live with a family."

To the Editors:

As a member of Montreal Local, No. 26, I take the liberty of setting forth my convictions upon the subject of salaries. The flat increase of $120 per annum is absolutely inadequate to meet the situation. In dealing with the rise in prices, I write from personal experience and knowledge of the conditions prevailing at Halifax, Nova Scotia, where I have been stationed since several years before the war.

FOOD, CLOTHING, AND SHELTER PROBLEMS ACUTE

The first essential problem encountered is to obtain a rented flat, and you may consider yourself fortunate to secure any kind of roof over your head at whatever price the landlords care to exact. The housing problem in this city is a particularly acute one. From $30 to $45 is paid for accommodations far inferior to those at the same price in the United States. Stoves and furnaces must be kept going for seven months in the year. Hard coal, which in years past was $6.50 per ton, has in recent years increased until it now reaches the total of $19.75 per ton for a quality of ungraded fuel that would not be salable in the United States. Soft coal, once $4 per ton, is now $12.

Another essential problem with which the householder is faced is that of clothing. A good suit of blue serge for office use could formerly be obtained for from $25 to $30. Today the price for an inferior suit, which soon turns to the color of ashes, is from $50 to $60. Wool is not to be had, and what is sold for wool does not deserve the name. The prices, however, are three or four times what they ever were before.

Now as to food costs: Flour before the war was from $5 to $6 per barrel, and it is now at a minimum of $14 per barrel; sugar, formerly 5 cents a pound, is now 11 cents; good butter, which was 25 to 30 cents per pound, is now 60 to 68 cents; the best eggs, which used to be available in winter at a price running from 35 to 50 cents, now command from 90 cents to $1 per dozen; good stew meat was once 8 to 12 cents a pound, and the same article is now from 25 to 30 cents. The same increases are to be observed with practically everything required in the household, including medical attendance.

MOST EXPENSIVE CITY ON CONTINENT FOR MAN WITH FAMILY

In the foregoing I have mentioned only those articles and items absolutely necessary for the maintenance of a family, luxuries having been altogether left out, as well as many things that before the war were considered necessities. The prices quoted are fairly representative. They are not maximum prices, and no effort has been made to overdraw the picture. They clearly show that in this locality 100 per cent does not represent the actual increase in the cost of living. I quote a man of wide influence and observation in this part of Canada, a man who has had more than anyone else to do with the growth of the organized labor movement, Mr. John T. Joy, Commissioner of the Province of Nova Scotia Workmen's Compensation Board, to the effect that this city of Halifax is the most expensive city on the continent for a man to live with a family. It can be readily seen from the figures presented and from the opinion of Mr. Joy how utterly inadequate the $120 increase provided the past year has proved itself to be. The proposed increase of $360 per annum is better, but not near enough to the mark. Either the Government in its treatment of its employees should handle the situation by keeping prices to a certain level or else the figures representing our salary should be proportionately increased, both of which the Government has failed to do.

The officers of the United States Immigration Service at Canadian seaports and at other Canadian points removed from the border are placed on the same basis as if we were in our own country, which is far from being the case. We are strangers in a strange land and far from our normal home surroundings. We have to bring our families and household goods here at our own expense, and we are hundreds of miles from the conditions under which we have always lived. Here at Halifax we are approximately twelve hours' ride by rail from the nearest point on the international border. As United States government officials, we have a certain dignity and certain standard of living to maintain. From the very nature of our position here we are precluded from mixing up in any other business or forming any commercial connections even if the opportunity should be offered. Whatever remnants of American standards we retain after long residence here work upon us a positive hardship, for that means we must send down across the line for our shoes, clothing, etc., and pay a prohibitive duty in order to get possession of the goods here. Our Government has made no arrangement with the Canadian government by which the privileges accorded the consular and other officials in this respect may be extended to ourselves.

FURLOUGHED FOR WHOLE MONTH WITHOUT PAY

On top of conditions as cited, our bureau furloughed each of the inspectors in this district one month without pay in 1915, which amount has never been restored to us. Had we been thus treated when on duty in the United States in familiar surroundings we would have been able to get out and hustle around for temporary employment and possibly work into something else. Here we simply had to remain passive victims of the procedure.

That part of the United States Immigration Service in foreign service should by rights have similar treatment to that accorded our consular service. Contrast the treatment of our local consular office by our Government under the recent conditions.

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The salary of the post of American Consul General at this port appears in the Blue Book as $4,500 per annum. It has been increased to $5,500 per annum recently. In addition to and quite apart from these figures, a year ago our Government awarded "a post allowance" of $1,500 to meet present conditions, and the present year the amount considered proper to adjust local insufficiency of this fairly respectable salary was $1,800. Naturally enough, while we are not interested in the salaries of other officials, we feel that we have a right to make comparisons. Many of our men are running behind in the matter of necessary expenses, and such conditions cannot go on indefinitely. Failure to make some reasonable provision for them can result only in impairing the enforcement of our laws and lowering the standards of our service. I often wonder at the loyalty and conscientious sense of duty that regularly characterize our men in the face of the conditions above cited. What is going to be done?

HERMAN AKERLUND,
Montreal F. E. U. (No. 26).

Retirement Problems—Lighthouse and General

Brother Ross, Secretary of the Sault Ste. Marie (Mich.) Local, draws attention to what he considers shortcomings in the Lighthouse Service retirement plan, also in the McKellar-Keating bill.

To the Editors:

We have quite a number of lighthouse keepers and assistant keepers in our union and they have asked me to point out to the members of the Lighthouse Service generally what they regard as an unfair provision in section six of the Lighthouse Retirement Bill now enacted into law. That section states that all officers and employees engaged in the field service or on vessels of the service, except persons continuously employed in district offices or shops, who shall have reached the age of sixty-five years, after having been thirty years in the active service of the Government, may, at their option, be retired on thirty-fortieths of their average annual pay for the last five years.

The point objected to by men in this district is that, although they may have been thirty years in the service, they cannot be retired unless they have reached the age of sixty-five years, and could be dismissed from the service for some mistake, real or fancied, which is very apt to happen, and they would thereupon lose all their rights to a pension. There are several men in this district who, when they reach the age of sixty-five years, will have been in the Lighthouse Service nearly forty years, and who could be dismissed at any time prior to that time. Should there not be an amendment to the law providing that if charges are brought against an employee in the Lighthouse Service who has served thirty years, although not yet sixty-five years of age, instead of his being arbitrarily dismissed from the service for some slight fault, he be retired on his pension? Is not this only simple justice? The employee has served his thirty years. Why not then give him a fair chance and retire him instead of dismissing him? I would be pleased to hear from others on this matter.

Now, as to retirement for government employees in general. As the question is a live one and is before Congress, and being thought about by federal employees at large, I bring a case to your attention which shows the particular iniquity of the present system. Joseph Campbell, Sr., one of the lockmasters at the Sault Ste. Marie Falls of this city, entered the service of the State of Michigan in 1865, when the first lock was established here, and remained in the employment of the state until 1881, when the lock was taken over by the Federal Government, and continued on duty at the locks until December 10, 1918, when he was temporarily separated from the service by reason of sickness. Mr. Campbell was seventy-five years of age on December 10, 1918, and had thus served the State of Michigan and the United States Government for fifty-three years continuously, thirty-seven of which were spent in the employ of the Federal Government. He was separated from the service without any annual leave being granted him, and after he had been sick the department sent a notice to him asking him to resign. In bringing this case to the attention of the public generally and federal employees in particular, we have no desire to criticise the lock management of the canal, because we believe that the officers in charge of it feel very kindly about Mr. Campbell and would be glad to do anything they could for him, but they are confronted with a situation that apparently leaves them no alternative but to separate this veteran from his work. He has been most faithful in his work, and has time and again injured his health in his strict attention to duty through long hours and tempestuous weather. This is a concrete case to which the Retirement bill would apply and which is certainly much needed. Is there any private employer in the United States employing a man like Mr. Campbell who would discharge such a man after fifty-three years of consecutive service, most of that time on small pay? His relatives have not informed him of the action taken, because they fear it would hasten his end. Surely something should be done at once to relieve and lighten the declining years of a man like this, who has spent his entire strength in the service of his government.

THOMAS M. ROSS,
Secretary, Local No. 32, Soo, Mich.

A Prize Offer

In accordance with the expressed wishes of a number of members of various locals, and encouraged by the helpful results of the recent "Ideas Competition," THE FEDERAL EMPLOYEE will give each month "until further notice," beginning with the March issue, the following prizes:

A cash prize of twenty dollars ($20) for the best article on the subject "My Day's Work," dealing with a typical day's work of a civilian government employee—perchance a stenographer and typewriter at a departmental desk in Washington, a forest ranger in the woods of Maine or Oregon, a coast guard on the Atlantic, an immigration inspector on the Canadian border, or any one of the legion of employees working for Uncle Sam in this country or in any other part of the world. The articles submitted should tell the story, true to fact, in an interesting way, in 1,500 to 2,000 words. Several photographs suitable for reproduction, which have real "human interest," would add materially to the value of the narrative.

A prize of five dollars ($5.00) each month for the letter contributed to the OPEN FORUM which shall be adjudged to be the best. In this connection read the caption of OPEN FORUM section.

A prize of five dollars ($5.00) each month for the best suggestion regarding methods of organizing new locals, and conducting existing locals. Among the questions which might well be dealt with under this head are: Increasing membership, retaining members when once secured, collecting dues, developing publicity work, making our meetings more helpful, and educating our membership in the special problems of civil-service employees and the broader problems of organized labor and citizenship as well. Suggestions submitted should be clear-cut and practical, and expressed as concisely as possible, and should be plainly marked, "Suggestions for Organization and Conduct of Locals."

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A Great Journal on Retirement

This bill [the McKellar-Keating bill], which was introduced last June —in the Senate by Senator McKellar of Tennessee and in the House by Representative Keating of Colorado— in substance provides for the retirement of superannuated civil service employees on a basis of continuous remuneration that will enable them to live the balance of their lives on the deferred fruits of their service to the Government during the years of their ability to work. Under the plan of the bill the civil service pension, or retirement, fund will be maintained jointly and in equal parts by the Government and the active employees who later are to be beneficiaries of it.

There are sundry arguments in favor of it, and so far not one valid reason why it should not be enacted into law has been advanced. [Italics throughout are ours.—EDITORS.]

Among the former is the declaration that such a policy on the part of the Government would insure more efficient service by substituting young and vigorous employees for superannuated men; that the salaries ordinarily paid by the Government are not sufficient to enable the employees to live and maintain their families and at the same time accumulate a surplus to provide against need in old age; that it would act as an incentive to retain in the service the most competent employees, and not encourage permanency of tenure to incompetents and disqualified "time servers"; that it would prevent the present practice of removing employees whose efficiency and usefulness have become impaired by old age; that it would attract to the federal service a class of men and women that would keep its efficiency at a high standard, forming, as it would, an inducement for employees to make such service their life work.

It is argued further that *the United States is the only civilized government that has not made provision for the retirement* of its superannuated employees; and what this bill calls for embodies nothing more than a policy that has been generally adopted by private corporations throughout the country.

Private employers universally have found its principles to be not only fair, just and humane, but eminently profitable; and without doubt they will prove the same if adopted by the Federal Government.

There are no more loyal or faithful workers to be found in any branch of industry than the civil service employees of Uncle Sam have long since proven themselves to be; and the Government cannot well go too far in its desire to accord them fair treatment and justice.

Those two things are all that the McKellar-Keating bill contemplates; and . . . it is to be hoped, for the welfare of the country and its faithful public servants, that some means may be found whereby this act can be put through to enactment. . . .

It can and will be if the Senators and Representatives are fully alive to their whole duty to the men and women who are daily giving their best efforts in the civil service of their country.—*Atlanta Constitution.*

Lincoln's Gettysburg Address

Fourscore and seven years ago our fathers brought forth upon this continent a new nation, conceived in liberty, and dedicated to the proposition that all men are created equal.

Now we are engaged in a great civil war, testing whether that nation, or any nation so conceived and so dedicated, can long endure. We are met on a great battlefield of that war. We have come to dedicate a portion of that field as a final resting place for those who here gave their lives that that nation might live. It is altogether fitting and proper that we should do this.

But, in a larger sense, we cannot dedicate—we cannot consecrate—we can not hallow—this ground. The brave men, living and dead, who struggled here, have consecrated it far above our poor power to add or detract. The world will little note nor long remember what we say here, but it can never forget what they did here. It is for us, the living, rather, to be dedicated here to the unfinished work which they who fought here have thus far so nobly advanced. It is rather for us to be here dedicated to the great task remaining before us—that from these honored dead we take increased devotion to that cause for which they gave the last full measure of devotion; that we here highly resolve that these dead shall not have died in vain; that this nation under God, shall have a new birth of freedom; and that government of the people, by the people, for the people, shall not perish from the earth.

Ah, great it is to believe the dream
As we stand in youth by the starry stream;
But a greater thing is to fight life through
And say at the end, "The dream is true!"

—*Edwin Markham.*

Abraham Lincoln Walks at Midnight

(In Springfield, Illinois)

It is portentous, and a thing of state,
That here, at midnight, in our little town,
A mourning figure walks, and will not rest,
Near the old courthouse pacing up and down.

. . .

His head, is bowed. He thinks on men and kings.
Yea, when the sick world cries, how can he sleep?
Too many peasants fight, they know not why;
Too many homesteads in black terror weep.

The sins of all the war-lords burn his heart.
He sees the dreadnoughts scouring every main.
He carries on his shawl-wrapt shoulders now
The bitterness, the folly, and the pain.

He cannot rest until a spirit-dawn
Shall come—the shining hope of Europe free:
The league of sober folk, the Workers' Earth,
Bringing long peace to Cornland, Alp and Sea.

It breaks his heart that kings must murder still,
That all his hours of travail here for men
Seem yet in vain. And who will bring white peace
That he may sleep upon his hill again?

—VACHEL LINDSAY in
The Advocate of Peace.

"In Flanders' Fields"—America's Answer

Rest ye in peace, ye Flanders dead,
The fight that ye so bravely led
We've taken up. And we will keep
True faith with you who lie asleep
With each a cross to mark his bed,
And poppies blooming overhead,
Where once his lifeblood ran red.
So let your rest be sweet and deep
In Flanders fields.

Fear not that ye have died for naught,
The torch ye threw to us we caught.
Ten million hands will hold it high,
And freedom's light shall never die!
We've learned the lesson that ye taught
In Flanders fields.

Your flaming torch aloft we bear,
With burning heart our oath we swear
To keep the faith, to fight it through,
To crush the foe or sleep with you
In Flanders fields.

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Why a Dollar a Day More?

President Steward of the National Federation of Federal Employees presents the case of the government employees, showing the vital necessity for at least a dollar-a-day increase for the next fiscal year. Salary and living problems are discussed at length from various angles.

THE hearing granted the National Federation of Federal Employees by the subcommittee of the Appropriations Committee of the House of Representatives on the Legislative, Executive, and Judicial Appropriation Bill, in connection with the question of the emergency salary increase for 1920, brought out much of interest in the way of facts and bearing on the attitude of the members of the subcommittee toward various problems confronting the government workers. Besides the chairman, Representative J. W. Byrns (Tenn.), there were present the other members of the subcommittee: Representatives John M. Evans (Mont.), James P. Buchanan (Texas), James W. Good (Iowa), and William H. Stafford (Wis.).

National President Steward, who appeared in behalf of the employees, laid stress on the fact that the temporary increase asked for by the Federation is very moderate under existing conditions.

The proceedings before the subcommittee are here given in slightly abridged form.

As is told elsewhere, the bill as reported to the Committee on Appropriations and subsequently to the House carried only the current salary increase, $120, but this amount was raised by the House on a yea and nay vote to $240.

Mr. Steward. In line with the action of the Appropriations Committee last year, and the suggestion of Chairman Sherley, that the matter of salary increases should be handled by one committee and to avoid the confusion incident to temporary increases in previous years, we have prepared our request and recommendation in the form of a substitute, or, rather, as a new section to take the place of section 6 of the legislative, executive, and judicial act for the current year. With the permission of the chairman of the committee I will read the proposed section which contains some changes from the existing section 6, and I will note them at the conclusion of the reading:

SALARY-INCREASE PROVISIONS ASKED FOR BY N. F. F. E.

"SEC. 6. That all civilian employees of the Government of the United States and the District of Columbia, except as otherwise provided in this section, shall receive, during the fiscal year ending June 30, 1920, additional compensation at the rate of $360 per annum: *Provided,* That no employee under the age of 18 shall receive additional compensation under this section at a rate which is more than 50 per centum of the rate of the total annual compensation received by such employee on June 30, 1919: *Provided further,* That the increased compensation at the rate of $120 per annum for the fiscal year ending June 30, 1919, shall not be computed as salary in construing this section: *Provided further,* That where an employee in the service on June 30, 1919, has received during that fiscal year or shall receive during the fiscal year 1920 an increase of salary at a rate equal to or in excess of $360 per annum, such employee shall be granted the increased compensation provided herein only when and upon the certification of the person in the legislative branch or the head of the department or establishment employing such person of the ability and qualifications personal to such employee as would justify such increased compensation: *Provided further,* That the increased compensation provided in this section to employees whose pay is adjusted from time to time through wage boards or similar authority shall be taken into consideration by such wage board or similar authority in adjusting the pay of such employees.

The provisions of this section shall not apply to the following: Employees paid from the postal revenues and sums which may be advanced from the Treasury to meet deficiencies in the postal revenues; employees of the Panama Canal on the Canal Zone; employees of the Alaskan Engineering Commission in Alaska; employees whose duties require only a portion of their time, except charwomen, who shall be included; employees whose services are utilized for brief periods at intervals; persons employed by or through corporations, firms, or individuals acting for or on behalf of or as agents of the United States or any department or independent establishment of the Government of the United States in connection with construction work or the operation of plants; employees who receive a part of their pay from any outside sources under cooperative arrangement with the Government of the United States or the District of Columbia; employees who serve voluntarily or receive only a nominal compensation; and employees who may be provided with special allowances because of their service in foreign countries. The provisions of this section shall not apply to employees of railroads taken over by the United States, and nothing contained herein shall be deemed a recognition of the employees of such railroads as employees of the United States.

"Section 6 of the legislative, executive, and judicial appropriation act approved May 10, 1916, as amended by the naval appropriation act approved August 29, 1916, shall not operate to prevent anyone from receiving the additional compensation provided in this section who otherwise is entitled to receive the same.

"Such employees as are engaged on piecework, by the hour, or at per diem rates, if otherwise entitled to receive the additional compensation, shall receive the same at the rate to which they are entitled in this section."

Then follow the other provisos contained in the present appropriation act in which there is no change, and I will not read them. [For text of Section 6 as adopted by House of Representatives see page 77—EDITORS.]

Mr. Byrns. Would you let that provision apply to employees receiving $6,000, $7,000, $8,000, or $10,000.

Mr. Steward. We place no maximum on that.

Mr. Byrns. Do you think, as a matter of fairness and justice, that those who get $7,500, $10,000, or $12,000 a year should receive this $360 as a bonus?

Mr. Steward. If it were considered from the standpoint of a living wage, no, sir. If it were to be considered from the standpoint of remuneration for service, some of the highest salaried men in the employ of the Government are the poorest paid, and have a most difficult time to get along.

Mr. Buchanan. And perhaps some of them are the best paid, too.

Mr. Steward. That also follows.

Mr. Stafford. Are you an employee of the Government?

Mr. Steward. Yes, sir; I have been an employee of the Government for twenty-two years.

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LIMITATION ON WAGES TO BE PAID CHARWOMEN

Mr. Good. You remove the limitation so far as charwomen are concerned?

Mr. Steward. Yes, sir.

Mr. Good. You would pay them the $360 a year irrespective of the number of hours they put in?

Mr. Steward. The section applicable to them reads:

> Such employees as are engaged on piece work, by the hour, or at per diem rates, if otherwise entitled to receive the additional compensation, shall receive the same at the rate to which they are entitled in this section.

Mr. Stafford. They are not paid by the hour, but they are paid by the year.

Mr. Steward. As to annual salaries, the limit is 50 per cent of the total annual compensation, as stated in the first part of the proposed act.

Mr. Good. The statutory salary of charwomen is $240 a year, and, as I understand it, they give about two hours service a day. But that is their salary.

Mr. Steward. In some instances it is $420.

Mr. Good. That is only in a few departments. I think that in the Bureau of Engraving and Printing they perform double work. Now, you would increase that from $240 to $560.

Mr. Steward (reading):

> *Provided*, That no employee under the age of eighteen shall receive additional compensation under this section at a rate which is more than 50 per centum of the total annual compensation received by such employee on June thirtieth, nineteen hundred and nineteen.

That is to eliminate junior employees, such as messenger boys, but it would apply to charwomen.

Mr. Good. And it would give them $600 a year instead of $240, because they would get the $360.

Mr. Steward. Yes, sir.

Mr. Stafford. How would you differentiate in the case of charwomen? A charwoman is employed by one department and gets $240 for two hours' work a day and she would get the $360; she would then work for another department in the evening, getting $240 for two hours' work, and getting another $360, so that she would be getting $1,200 a year.

Mr. Steward. That is on the assumption that charwomen are employed at two places.

Mr. Stafford. There are such instances.

Mr. Good. In the Bureau of Engraving and Printing that is quite general.

Mr. Steward. If such cases existed they could be handled by a restriction as to the double amount.

Mr. Good. Do you want the committee to understand that you insist that charwomen in the employ of the Government, giving two hours' service a day, should receive $600 a year?

Mr. Steward. Our information is that two hours is not the correct time, but that in many instances it is in excess of that.

Mr. Good. But suppose it is three hours' work. Do you contend that that class of employees should receive $600 a year from the Government?

Mr. Steward. Applying that to the charwomen we are basing it on what is a living wage at which they can exist under present prices.

Mr. Good. Of course, nobody can live on $240 a year, but I understand that as to a great many of them this is only a small part of their income; I understand that a great many of them work in homes, that a great many take in washings, and that this is a small part of their income.

Mr. Steward. In many instances that are called to our attention it is their only source of income.

Mr. Byrns. But as they do their work early in the morning or late in the evening it is, of course, a question for them to decide as to whether they will do any other work, because they certainly have the time if they want to do it. They only work two hours out of the twenty-four hours, and they certainly have time to devote to other occupations.

Mr. Good. I only brought this to your attention because of information given to this committee, and if I am not mistaken, the men from the bureaus testified that their services were required for only two hours a day.

Mr. Steward. But this must be said in reference to partial timework or swing employees, that they lose considerable time, and that the actual time of employment on a part-time job does not represent the total lost time. It is an inefficient way of securing employment, so that it is impossible for them to secure full time, and it really represents much more in lost time than actual time spent in employment.

THE $120 INCREASE IS ENTIRELY INADEQUATE—LIVING COSTS

We insist that the present $120 increase, granted for the current fiscal year, is wholly inadequate as an offset and temporary remedy for the existing high prices. We do not for one minute contend that any flat increase is a scientific way of adjusting government salaries. The thing we are hoping and working for is a scientific reclassification of the whole government salary schedule, based upon fitness and the value of the services rendered. But in the absence of that, and pending any such legislation, some remedial legislation is necessary, imperative, in fact, to give the federal employees an opportunity to meet the tremendously increased prices of everything.

There have been, as you gentlemen of course are aware, a good many investigations conducted in the last two months as to what constitutes a living wage. I have before me the result of an investigation conducted by the Canadian Department of Labor. These estimates are based upon the budgetary requirements of the normal family of the wage earner. The Canadian Department of Labor finds that the requirements of the normal family in Canada is $1,518 per year. The Department of Health, New York City, found it was $1,682 per annum. The average of twenty-four principal cities in the United States was $1,650 per annum; the Seattle Street Railway Arbitration Board found it was $1,506 per annum, and an investigation conducted by Dr. Peixotto, of the University of California, resulted in a finding that it was $1,476 per annum.

Mr. Byrns. When were those investigations made?

Mr. Steward. Within the past twelve months. The Wage Arbitration Board in the street railway dispute in Seattle fixed the minimum in December, 1917, at $1,505.60 for motormen and conductors in Seattle and Tacoma. As the cost of living is not unusually high in these North Pacific Coast cities that was not an award that had any particular local application but general application.

Mr. Stafford. For how many hours work?

LABOR TURNOVER MEANS A GREAT LOSS TO THE GOVERNMENT

Mr. Steward. I have not that figure before me, but I presume that it was on a basic eight-hour day. Another feature, and a very important one in connection with the consideration of the adjustment of salaries of federal employees, is the tremendous economic loss to the Government from labor turnover. When the labor turnover in private employment becomes excessive, it is an indication of a sick business, because all labor turnover in any business is considered as waste and loss. The separation from the employment of the Government of its skilled and trained employees results in a tremendous monetary loss to the Government, because the constant placing of new and inexperienced people in the positions occupied by competent and trained people necessitates the payment of a much higher price than would be required by the retention of those who have experience.

The last annual report of the Civil Service Commission shows that the turnover in Washington alone has reached 5,000 a month, which means that in spite of the constant influx of

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additional employees, 5,000 are leaving every month. That means, that if they are replaced at all they must be replaced by inexperienced people and the Government pays for their official training and for their education along the lines of their respective occupations.

Mr. Byrns. On what period of time was that based?

Mr. Steward. That is contained in the last annual report of the Civil Service Commission, which was published a few days ago.

Mr. Byrns. That was based upon a 300 or 400 per cent increase in the number of employees in the District of Columbia owing to war conditions.

Mr. Steward. But as the figures relate to a period prior to the signing of the armistice, they do not include any subsequent reductions in force.

Mr. Byrns. I understand, but you say the turnover has been 5,000 a month. Of course since the war began the number of employees in the District of Columbia has increased from about 30,000 to over 90,000, and the 60,000 are what are known as temporary employees. In other words, they came here with no assurance that they would be retained for any definite length of time. Therefore I do not think that is a fair comparison to make in support of your proposition.

Mr. Steward. It is true that the separations have been larger among these newcomers, the temporary war employees, than they have been in some of the older services, for one reason, because since the passage of the act of October 6, 1917, prohibiting transfers from one department to another at an increased compensation, the opportunities for securing positions at an increased compensation have been denied to federal employees, unless they secured them in their own department or service.

Mr. Byrns. What I wanted to know was whether or not you have any figures showing the turnover among those who may be classed as permanent clerks in the District as distinguished from the temporary clerks.

Mr. Steward. I was just coming to that. In some of the departments resignations have been forbidden, and orders have been issued, applicable to the employees of certain departments, to the effect that resignations would not be accepted, either for the purpose of accepting better positions in other departments, in outside employment, or to accept commissions in the Army, Navy, or Marine Corps. If, in spite of such an order, an employee saw fit to separate himself from the service, a notation would be filed with his record to the effect that he was unpatriotic and that would result in blacklisting him for employment with the Government. So that with such an order in existence the turnover would not be excessive, except where a person, by reason of the necessities of his own case, would be willing to have that stigma placed upon him in order to secure employment at a living wage. That, of course, has, to a certain extent, kept down the turnover in some of the older departments, if that is to be considered scientific employment management.

Mr. Stafford. You have no statistics as to the turnover in the Washington Navy Yard?

Mr. Steward. The situation in the Washington Navy Yard, of course, largely relates to mechanics and skilled workmen. Their compensation is handled through wage boards and they have received an average increase in their basic pay of $1.50 per day, so that naturally the turnover in an institution of that sort, where a wage adjustment has been made and an equitable relation established, has not been large.

Mr. Buchanan. Suppose the turnover has been quite large in recent years and continues to be quite large—do you condemn the small cost or big cost to the Government of educating a lot of employees who may later go out into private employment?

Mr. Steward. I would condemn any system which, after educating young and inexperienced employees and training them to a point where they could render valuable service in more responsible executive capacities, would let them go merely for a want of proper compensation, which is the condition that exists.

Mr. Buchanan. They will sever their connection with the Government, after getting the training you mention, in order to go into private employment and, possibly, get better pay, but do you not think the Government should be willing to do that, even if it is done at some expense?

Mr. Steward. That may be true; but there is such a thing as a desire for service, and such a thing as enthusiasm for the work one is in, and in that case those who work for the Government have the feeling that they should be given a compensation which would permit them to remain in the service. But conditions are such that many people in the service find that the margin between income and necessary outlay is so small that they are practically forced out of the government service and to accept offers received from private concerns and in much better places. The result is that we find some of the best material in the Federal Government going out every year, and some of the departments of the Government are merely training schools, and we find private employers who are glad to snap up these employees.

Mr. Buchanan. Do you condemn the policy of the Government taking young men and young women and training them to such a point that they are desirable employees in private life?

Mr. Steward. I do not condemn the policy, but it should be a natural one rather than a forced one.

Mr. Buchanan. If that were not done in the government service, then the private employers would not receive any benefit from that public education.

Mr. Steward. But I think it is rather unfortunate to benefit the public at large at the expense of the employee who does not receive adequate compensation.

Mr. Buchanan. Of course, I would condemn the blacklist to which you referred in normal times, but I can not see any objection to any man doing the best he can for himself, and under such circumstances the nation at large gets the benefit of the experience and training he has received at the hands of the Government, even if that training and experience are given to him at a loss.

Mr. Steward. And, of course, it will be a loss under those circumstances.

Mr. Buchanan. Of course, we all condemn such a blacklist in normal times, and there is no question but that it is wrong.

WHAT IS TO BE THE GENERAL COURSE OF PRICES?

Mr. Steward. As to the actual increase in the cost of commodities to those who are forced to buy the necessities of life, the last thing we have on the subject is the monthly labor review of the Bureau of Labor Statistics of the Department of Labor, showing the cost of commodities for the years 1913 to 1918, that is, as of August 15 of each year. I merely offer that to show that in the past year, that is, 1917 to 1918, since the present $10 a month increase was granted at the last session, there has been an increase of 15 per cent in the standard list of commodities.

Mr. Stafford. What is your estimate as to the reduction which will take place from now on, or rather during the next fiscal year?

Mr. Steward. I can only quote probably the two best authorities in the world on the question of cost; they not only know something about it but they have an opportunity to control it, and they are Louis F. Swift and J. Ogden Armour; they have been quoted within the past month as saying that while prices are not apt to go higher there is no reason to expect

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that in the next five years there will be reduction in the price of necessities. Any speculation, of course, as to the probable drop in prices is naturally a wild one and must of necessity be.

Mr. Stafford. Will you not agree that the top notch has been reached?

Mr. Steward. We can all hope so, but there is nothing in the past, of course, to justify any prediction as to the future.

Mr. Stafford. There is something in the past to justify our analysis of the future, and that is the fact that the Government is going to be relieved of these large purchases of food for millions and millions of men.

Mr. Steward. Except in that connection that we are called upon now to feed several million more, according to Mr. Hoover. I would like to call the attention of the committee to the fact that in any legislation or regulation that has taken place in the past two or three years, especially since the war began, in price regulation and in wage regulation, the federal employees have been singled out and they are in a class by themselves. That is to say, where the Government has seen fit to regulate prices of commodities, consideration has been given to the increased cost that went into the production of those commodities, that where wages have been fixed by private employers, or through the instrumentality of various government boards, attention has been given to the increased cost of living, and that the federal employees, both on the lump-sum roll and on the statutory roll, have been perfectly helpless; they have been between the upper and nether millstones in all that regulation, compelled to pay the increased cost without corresponding increase of compensation, and yet as a class they have stayed on the job while this period of inflation has gone on. Prices have gone up; prices have been regulated and wages have gone up in private employment, but they have received nothing, with the exception of these small temporary increases, granted during the past two years, until now their situation is well nigh intolerable. In comparison with the wage increases granted in outside employment, the one dollar a day that is asked for is very modest.

THE IMPORTANCE OF THE NOLAN MINIMUM WAGE BILL

Mr. Byrns. The House has passed what is known as the Nolan minimum-wage bill, which carries a minimum wage of $3 a day, and which, I understand, is indorsed by your organization?

Mr. Steward. Yes, sir.

Mr. Byrns. And very earnestly insisted upon by your organization.

Mr. Steward. Yes, sir.

Mr. Byrns. That bill is now pending in the Senate?

Mr. Steward. Yes, sir.

Mr. Byrns. That bill provides for charwomen at the rate of $3 a day on a seven-hour basis and $3 a day for all others in the government service who are getting under that amount. In the event that the Senate should pass that bill and it should become a law, do you think that the employees who are affected by it should receive in addition $360 for the next fiscal year?

Mr. Steward. No, sir; I do not. That would be permanent legislation and would automatically adjust itself to any temporary legislation which might be enacted at this session.

Mr. Byrns. But if that bill becomes a law and the provision that you have read should go in as you have indicated they would get the $360?

Mr. Steward. Naturally we could not assume that another pending piece of legislation would be enacted, so that we could not, in all fairness, tie up this temporary remedial measure with what is designed to be a permanent reclassification.

Mr. Byrns. That is true, but I think we can assume that since the House has acted upon it, practically unanimously, as I remember, that in all probability the Senate will pass it at this session of Congress.

Mr. Steward. I sincerely trust you are a good prophet, because we consider the Nolan bill the foundation stone of salary classification legislation.

Mr. Byrns. As I understand, you would not expect the $360 to apply to that class of employees?

Mr. Steward. No, sir; we would not.

Mr. Evans. Is this limited to the District of Columbia?

Mr. Steward. No; it would be generally applicable, except to the postal employees, who are handled in another way.

Mr. Byrns. Can you state how many government employees there were prior to the war, outside of the postal service?

Mr. Steward. I think I have that figure here. Four hundred and thirteen thousand in the entire civil service, and that is the estimate for June 30, 1919. That includes in the Postal Service more than 300,000.

Mr. Buchanan. What is that you are reading from?

Mr. Steward. It is the testimony of Mr. Herbert D. Brown, of the Bureau of Efficiency, given last year.

Mr. Buchanan. The chairman of the Civil Service Commission stated that there were over 500,000 in the classified service.

Mr. Steward. Of course, that is subject to such violent fluctuations that it is almost impossible to foretell.

Mr. Byrns. Is there anything else you desire to say, Mr. Steward?

STANDARDIZATION AND RECLASSIFICATION OF SERVICE A NECESSITY

Mr. Steward. I merely wish to reiterate the fact that the federal employees through this, their organization, wish to emphasize the necessity of reclassifying salaries in general along scientific lines. We are not attempting to make any salary raid and we are not attempting to secure something to which we are not entitled, but we are merely looking upon this as a temporary remedy until such time as Congress in its wisdom will pay us just what we are worth and nothing more. We stand ready to back to the limit any efforts that are made to increase the efficiency of the Federal service, and until that is done, many of these anomalous conditions will crop out that add to the difficulties of any salary legislation. But this is simply intended to be of temporary relief until such time as that can be brought about. We devoutly hope that it will be soon.

Now, I have a few specimen instances of local employees who present their own individual cases. I will occupy only a few moments in reading a few of these statements [quoted in *Congressional Record;* see page 113 of this issue of THE FEDERAL EMPLOYEE.—EDITORS].

CUSTODIAN FORCE IN THE PUBLIC BUILDINGS MISERABLY PAID

Mr. Stafford. Is it not generally understood and admitted that the custodian forces in the public buildings are the poorest and most outrageously paid employees in the government service?

Mr. Steward. Yes, sir; without exception. And it is a shame and disgrace.

Mr. Stafford. Have you taken that question up with Secretary McAdoo?

Mr. Steward. Yes, sir; our organization has repeatedly presented the matter to the proper officials of the Treasury Department.

Mr. Stafford. Has the Treasury Department made any estimate to Congress providing for a much larger sum so as to make possible an increase in the wages to those underpaid employees?

Mr. Steward. No, sir; we have not been able to meet adequately the necessities of the case.

Mr. Evans. Was the salary of the custodian force fixed by law?

Mr. Stafford. They are paid out of a lump-sum appropriation under the Treasury Department, and if the lump-sum appropriation was increased they could be paid on a fairer basis.

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The Jester's Page

Well Packed

In their morning walk Jessie and her mother passed the home of a lady who was so ill that a large quantity of straw had been strewn over the street to deaden the noise. The straw aroused Jessie's curiosity, and she asked many questions about it.

"It has been put there," her mother explained, "because last week they brought a little girl baby to the lady who lives there."

Jessie cast one last contemplative look at the straw.

"Well, all I've got to say is that they brought her well packed," she remarked.—*New York Times.*

People That Jar Us

Some hunters that we know are
"beauts."
They couldn't even shoot the chutes.

Some blacksmiths are such stupid men
They couldn't rightly shoo a hen.

Some pressmen simply drive us wild.
They couldn't even feed a child.

Some dentists we would like to taunt.
They couldn't fill a long-felt want.

Some pianists as experts pose
Who couldn't play the garden hose.

Some landladies give us a pain.
They couldn't even board a train.

There are some cops—no names we
mention—
Who couldn't even arrest attention.

Some anglers in the lake we'd fling.
They couldn't cast a shoe, by jing!

Some printers we'd take down a peg.
They couldn't set a broken leg.

Some sleuths the public are deceivin'.
They couldn't find the Lost Chord
even.

—*Boston Transcript.*

The Coupon Fiend

"The doctor says I must quit smoking," announced John. "One lung is affected already."

"Oh, John"—his loved one hung upon the awful possibility—"can't you hold out till we get enough coupons for that dining-room rug?"—*Ladies' Home Journal.*

A Good Advertiser

A man in London wanted a job, and so he published the following advertisement:

"A hopelessly incompetent fool, with no qualifications, social or intellectual, totally devoid of knowledge on any conceivable subject, thoroughly indolent and untrustworthy, is desirous of obtaining a remunerative post in any capacity. Address I. F., 3 Maclise Road, West Kensington."

The singularity of it attracted a great deal of attention, and several people set out to look the individual up. When they found him, they discovered he was a man of 27 years, alert, intelligent, with an ordinary public school education. The result is that he has secured a good position with a responsible firm and he bids fair to rise in the world, all the result of advertising and of writing an ad so that it would attract attention because it was different from any other application for work that was ever written. The moral, therefore, of this tale is that if you would succeed by advertising, write so that the notice would attract you if you were in search of help.—*Muncie Star.*

Just Like Unorganized Labor

A squad of rookies, composed of various nationalities, mostly Italians, on being given the command "Mark time!" all executed the command with the exception of one small, dark-skinned son of Naples.

The sergeant asked him why he did not execute the movement, and he replied:

"Donna want to."

"Why not?" sharply demanded the sergeant.

"'Cause-a we walk-a like deuce and don't-a get-a no place!"

Came Out in the Postscript

Simpkins always was soft-hearted, and when it devolved upon him to break gently the news of the early spring-bather Jones' drowning to the bereaved Mrs. Jones it cost him much paper, ink, and perspiration before he sent the following:

"Dear Mrs. Jones: Your husband cannot come home today. His bathing suit was washed away in the surf.

"P. S.—Poor Jones was inside the suit."

A Slight Error

She took a course of first aid to the injured and, after long and anxious waiting the street accident she had earnestly wished for took place.

It was a bicycle accident; the man had broken his leg; she confiscated the walking-stick of a passer-by and broke it in three pieces for splints; she blushingly took off her underskirt for bandages and she was enthusiastically cheered by the crowd. When all was completed she summoned a cab and took her patient to the hospital.

"Who bandaged this limb so creditably?" inquired the surgeon.

"I did," she blushingly replied.

"Well, it is most beautifully done," said the surgeon, "but you have, I see, made one little mistake."

She felt terribly self-conscious.

"You have bandaged the wrong leg," he said quietly.—*Baltimore Sun.*

Conditional Forgiveness

Harry and James, brothers, were in their playroom for a little recreation after supper. Harry hit James with a stick. An argument followed, and in the midst of it the nurse happened in with the news that it was time for them to retire. James was put to bed first. The nurse said:

"You must forgive your brother before you go to bed. You might die in the night."

After a few minutes elapsed, James replied:

"Well, I'll forgive him tonight, but if I don't die he'd better look out in the morning."—*Selected.*

Needs Practice

"What are you studying now?" asked Mrs. Johnson.

"We have taken up the subject of molecules," answers her son.

"I hope you will be very attentive and practice constantly," said the mother. "I tried to get your father to wear one, but he could not keep it in his eye."—*Kansas City Star.*

"Oh, my friends! there are some spectacles that one never forgets!" said a lecturer, after giving a graphic description of a terrible accident he had witnessed.

"Ahem!" spoke up an old lady in the audience. "I'd like to know where they sells 'em."—*Selected.*

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National Federation of Federal Employees

(Affiliated to the American Federation of Labor)

ITS OBJECTS, METHODS, AND ORGANIZATION

The NATIONAL FEDERATION OF FEDERAL EMPLOYEES is an active organization of civilian workers in the government service, composed of representatives from virtually all branches except the postal service, the employees of which have organizations of their own.

The *Objects* of the FEDERATION are: To advance the social and economic welfare and education of the employees and to aid in the perfection of systems which will make for greater efficiency in the various services of the United States.

The *Methods* for attaining these objects are petitioning Congress, creating and fostering public sentiment favorable to proposed reforms, cooperating with government officials and other employees, securing the enactment of appropriate legislation, and other lawful means. Under no circumstances is the FEDERATION to engage in or support strikes against the United States Government.

The FEDERATION now comprises 116 local unions, located in nearly as many cities and towns throughout the United States, in Canada, and the Panama Canal Zone. A list of these unions appears on pages 127 and 128. Additional unions are constantly being formed.

WHAT THE FEDERATION IS FIGHTING FOR

Adequate and proper salaries for the employees of the national civil service, including a minimum living wage.

Standardization and reclassification of the civil service, to the end that salaries and working conditions shall be fairly adjusted in the interest of the efficiency of the service and the well-being of the employees.

Retirement of superannuated employees under a system which shall be equitable and beneficial to both the employees and the Government.

The right of civil service employees to adequate representation in connection with the regulation of the essential conditions of their employment, as salaries and wages, hours of labor, promotions and demotions, transfers, removals, and sanitation.

WHAT THE FEDERATION HAS ACCOMPLISHED

Although the formation of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES dates back only to September, 1917, and the present movement for the organization of civil service employees is but little older, much has already been accomplished—more than had been accomplished in this direction by federal employees without organization during many decades of helpless dependence on others.

More specifically, organization has been instrumental in bringing about, during the very brief period mentioned, these results, among others:

Substantial increases in salaries and wages.

Redress of many grievances of employees in various services of the Government.

The defeat of an attempt, both unnecessary and unjust, to fasten on employees of the Government a longer workday.

The arousing and marked development among federal employees of a spirit of self-reliance and cooperation, and of closer affiliation and sympathy with the great mass of the nation's wage-earners.

GODSPEED TO THE CAUSE FROM "HIGHER UP"

PRESIDENT WILSON (*to the Washington, D. C., Union*).

"They [resolutions of the Washington, D. C., Union] have given me a great deal of genuine pleasure and I wish that I could convey to each member of the Union my most cordial wishes for the New Year."

HON. CHAMP CLARK, *Speaker of the House of Representatives.*

"It gives me pleasure to felicitate the Union on the progress it has made and to extend to it every good wish for the future."

HON. LOUIS F. POST, *Assistant Secretary of Labor.*

"It is really an advance that the people employed by the Government of the United States in such large numbers should have come to recognize their industrial relationship with the people out in the rest of the world who have been trying to organize what is called labor for its own protection during the last forty or fifty years—the period of the present labor organization movement. . . . I think that in respect to your organization and to what you are endeavoring to get I can bring you not only my personal sympathies with your work, but I may safely say that I bring the sympathies of the Department in which I am engaged, and I am sure that Secretary Wilson is thoroughly in sympathy with what you are trying to do."

HON. CARL VROOMAN, *Assistant Secretary of Agriculture.*

"I think it is not only the privilege but the duty of the employees of the Federal Government to organize themselves; to organize themselves not only to see to their own rights, not only to secure for themselves the best kind of treatment from the Federal Government, but in order to increase the efficiency of the civil service of these United States. The possibilities that lie before this great organization . . . are limitless . . . Organized, you can accomplish far more, not only for yourselves, but for the nation, than you have ever been able to accomplish in the past."

HON. SAMUEL J. ROSENSOHN, *formerly Assistant to the Secretary of War.*

"It is the definite policy of the War Department not to interfere in the slightest way with the right of the workers to organize in trade unions and to prohibit any person in the Department from discharging workers by reason of their membership in trade unions for legitimate trade union activities."

HON. CHAS. M. GALLOWAY, *U. S. Civil Service Commissioner.*

"The impression which appears to have been entertained that the Commission objected to its employees becoming members of the [Federal Employees] Union is wholly without foundation and must have arisen from some misapprehension. The Commission has no such objection and has not sought in any way to influence its employees in the matter."

HON. FELIX FRANKFURTER, *Chairman of the War Labor Policies Board.*

"Never before in history have the civilian employees of a government performed duties more vital to the continued well-being of the republic. . . . The chance which the national crisis presented has been wisely utilized by Federal employees. Of my own experience at Washington I can testify to the devotion which you have shown. . . . I take great pleasure in wishing well this valuable organization which represents so many. You are a conscious part of the world-wide labor movement. You are in your Federation endeavoring to make practical the faith that self-government is desirable even beyond the familiar bounds of politics. I congratulate you and the nation you are so faithfully and so successfully serving."

HON. EDWARD N. HURLEY, *Chairman of the United States Shipping Board.*

"I am in hearty accord with the good work that you are doing and I sincerely hope that you will continue working out your problems along sound practical lines."

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A. F. of L. Reconstruction Plan

A carefully prepared outline, based on experience, dealing with various present-day problems, in the field of both legislation and industry; the formation of a political labor party strongly opposed.

THE RAPIDLY growing literature on Reconstruction has received a notable addition in the program just put forth by the American Federation of Labor, which, owing to its timeliness and importance, is here given in full. In sharp contrast with the well-known attitude of the Federation toward the organization of labor as a political force, emphatically reiterated in the program, is the recent action of the Chicago, New York, and Bridgeport labor men in voting with enthusiasm to enter the political field.

This program was drafted by the Committee on Reconstruction appointed pursuant to the instructions of the St. Paul convention of the American Federation held last June, and was unanimously endorsed by the executive council of the Federation.

THE PROGRAM

The world war has forced all free peoples to a fuller and deeper realization of the menace to civilization contained in autocratic control of the activities and destinies of mankind.

It has caused a world-wide determination to overthrow and eradicate all autocratic institutions, so that a full measure of freedom and justice can be established between man and man and nation and nation.

It has awakened more fully the consciousness that the principles of democracy should regulate the relationship of men in all their activities.

It has opened the doors of opportunity through which more sound and progressive policies may enter.

New conceptions of human liberty, justice and opportunity are to be applied.

The American Federation of Labor, the one organization representing labor in America, conscious that its responsibilities are now greater than before, presents a program for the guidance of labor, based upon experience and formulated with a full consciousness of the principles and policies which have successfully guided American trade unionism in the past.

DEMOCRACY IN INDUSTRY

Two codes of rules and regulations affect the workers: the law upon the statute books and the rules within industry.

The first determines their relationship as citizens to all other citizens and to property.

The second largely determines the relationship of employer and employee, the terms of employment, the conditions of labor, and the rules and regulations affecting the workers as employees. The first is secured through the application of the methods of democracy in the enactment of legislation, and is based upon the principle that the laws which govern a free people should exist only with their consent.

The second, except where effective trade unionism exists, is established by the arbitrary or autocratic whim, desire or opinion of the employer and is based upon the principle that industry and commerce cannot be successfully conducted unless the employer exercises the unquestioned right to establish such rules, regulations and provisions affecting the employees as self-interest prompts.

Both forms of law vitally affect the workers' opportunities in life and determine their standard of living. The rules, regulations and conditions within industry in many instances affect them more than legislative enactments. It is, therefore, essential that the workers should have a voice in determining the laws within industry and commerce which affect them, equivalent to the voice which they have as citizens in determining the legislative enactments which shall govern them.

It is as inconceivable that the workers as free citizens should remain under autocratically made law within industry and commerce as it is that the nation could remain a democracy which certain individuals or groups exercise autocratic powers.

It is, therefore, essential that the workers everywhere should insist upon their right to organize into trade unions, and that effective legislation should be enacted which would make it a criminal offense for any employer to interfere with or hamper the exercise of this right or to interfere with the legitimate activities of trade unions.

Status of Public Employees

The fixing of wages, hours and conditions of labor for public employees by legislation hampers the necessary exercise of organization and collective bargaining.

Public employees must not be denied the right of organization, free activities and collective bargaining, and must not be limited in the exercise of their rights as citizens.

UNEMPLOYMENT

Political economy of the old school, conceived by doctrinaires, was based upon unsound and false doctrines, and has since been used to blindfold, deceive and defeat the workers' demands for adequate wages, better living and working conditions, and a just share of the fruits of their labor.

We hold strictly to the trade-union philosophy and its developed political economy based upon demonstrated facts.

Unemployment is due to underconsumption. Underconsumption is caused by low or insufficient wages.

Just wages will prevent industrial stagnation and lessen periodical unemployment.

Give the workers just wages and their consuming capacity is correspondingly increased. A man's ability to consume is controlled by the wages received. Just wages will create a market at home which will far surpass any market that may exist elsewhere and will lessen unemployment.

The employment of idle workmen on public work will not permanently remove the cause of unemployment. It is an expedient at best.

There is no basis in fact for the claim that the so-called law of supply and demand is natural in its operations and impossible of control or regulation.

The trade-union movement has maintained standards, wages, hours and life in periods of industrial depression and idleness. These in themselves are a refutation of the declared immutability of the law of supply and demand.

There is, in fact, no such condition as an iron law of wages based upon a natural law of supply and demand. Conditions in commerce and industry,

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methods of production, storing of commodities, regulation of the volume of production, banking systems, the flow and direction of enterprise influenced by combinations and trusts have effectively destroyed the theory of a natural law of supply and demand as had been formulated by doctrinaire economists.

WAGES

There are no means whereby the workers can obtain and maintain fair wages except through trade-union effort. Therefore, economic organization is paramount to all their other activities.

Organization of the workers leads to better wages, fewer working hours, improved working conditions; it develops independence, manhood and character; it fosters tolerance and real justice and makes for a constantly growing better economic, social and political life for the burden-bearing masses.

In countries where wages are best the greatest progress has been made in economic, social and political advancement in science, art, literature, education, and in the wealth of the people generally. All low-wage-paying countries contrasted with America are proof for this statement.

The American standard of life must be maintained and improved. The value of wages is determined by the purchasing power of the dollar. There is no such thing as good wages when the cost of living in decency and comfort equals or exceeds the wages received. There must be no reduction in wages; in many instances wages must be increased.

The workers of the nation demand a living wage for all wage-earners, skilled or unskilled—a wage which will enable the worker and his family to live in health and comfort, provide a competence for illness and old age, and afford to all the opportunity of cultivating the best that is within mankind.

HOURS OF LABOR

Reasonable hours of labor promote the economic and social well-being of the toiling masses. Their attainment should be one of labor's principal and essential activities. The shorter workday and a shorter work week make for a constantly growing, higher and better standard of productivity, health, longevity, morals and citizenship.

The right of labor to fix its hours of work must not be abrogated, abridged or interfered with.

The day's working time should be limited to not more than eight hours, with overtime prohibited, except under the most extraordinary emergencies. The week's working time should be limited to not more than five and one-half days.

WOMEN AS WAGE-EARNERS

Women should receive the same pay as men for equal work performed. Women workers must not be permitted to perform tasks disproportionate to their physical strength or which tend to impair their potential motherhood and prevent the continuation of a nation of strong, healthy, sturdy and intelligent men and women.

CHILD LABOR

The children constitute the nation's most valuable asset. The full responsibility of the Government should be recognized by such measures as will protect the health of every child at birth and during its immature years.

It must be one of the chief functions of the nation through effective legislation to put an immediate end to the exploitation of children under 16 years of age.

State legislatures should protect children of immature years by prohibiting their employment, for gain, under 16 years of age and restricting the employment of children of less than 18 years of age to not more than twenty hours within any one week and with not less than twenty hours at school during the same period.

Exploitation of child life for private gain must not be permitted.

STATUS OF PUBLIC EMPLOYEES

The fixing of wages, hours and conditions of labor for public employees by legislation hampers the necessary exercise of organization and collective bargaining.

Public employees must not be denied the right of organization, free activities and collective bargaining and must not be limited in the exercise of their rights as citizens.

COOPERATION

To attain the greatest possible development of civilization, it is essential, among other things, that the people should never delegate to others those activities and responsibilities which they are capable of assuming for themselves. Democracy can function best with the least interference by the state compatible with due protection to the rights of all citizens.

There are many problems arising from production, transportation and distribution, which would be readily solved by applying the methods of cooperation. Unnecessary middlemen who exact a tax from the community without rendering any useful service can be eliminated.

The farmers through cooperative dairies, canneries, packing houses, grain elevators, distributing houses, and other cooperative enterprises, can secure higher prices for their products and yet place these in the consumer's hands at lower prices than would otherwise be paid. There is an almost limitless field for the consumers in which to establish cooperative buying and selling, and in this most necessary development the trade unionists should take an immediate and active part.

Trade unions secure fair wages. Cooperation protects the wage-earner from the profiteer.

Participation in these cooperative agencies must of necessity prepare the mass of the people to participate more effectively in the solution of the industrial, commercial, social and political problems which continually arise.

THE PEOPLE'S FINAL VOICE IN LEGISLATION

It is manifestly evident that a people are not self-governing unless they enjoy the unquestioned power to determine the form and substance of the laws which shall govern them. Self-government cannot adequately function if there exists within the nation a superior power or authority which can finally determine what legislation enacted by the people, or their duly elected representatives, shall be placed upon the statute books and what shall be declared null and void.

An insuperable obstacle to self-government in the United States exists in the power which has been gradually assumed by the Supreme Courts of the Federal and State governments, to declare legislation null and void upon the ground that, in the court's opinion, it is unconstitutional.

It is essential that the people, acting directly or through Congress or state legislatures, should have final authority in determining which laws shall be enacted. Adequate steps must be taken, therefore, which will provide that in the event of a supreme court declaring an act of Congress or of a state legislature unconstitutional, and the people acting directly or through Congress or a state legislature should reenact the measure, it shall then become the law without being subject to annulment by any court.

POLITICAL POLICY

In the political efforts, arising from the workers' necessity to secure legislation covering those conditions and provisions of life not subject to collective bargaining with employers, organized labor has followed two methods; one by organizing political parties the other by the determination to place in public office representatives from their ranks; to elect those who favor and champion the legislation desired and to defeat those whose policy is opposed to labor's legislative de-

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mands, regardless of partisan politics.

The disastrous experience of organized labor in America with political parties of its own amply justified the American Federation of Labor's non-partisan political policy. The results secured by labor parties in other countries never have been such as to warrant any deviation from this position. The rules and regulations of trade unionism should not be extended so that the action of a majority could force a minority to vote for or give financial support of any political candidate or party to whom they are opposed. Trade-union activities cannot receive the undivided attention of members and officers if the exigencies, burdens and responsibilities of a political party are bound up with their economic and industrial organizations.

The experiences and results attained through the non-partisan political policy of the American Federation of Labor cover a generation. They indicate that through its application the workers of America have secured a much larger measure of fundamental legislation, establishing their rights, safeguarding their interests, protecting their welfare and opening the doors of opportunity than have been secured by the workers of any other country.

The vital legislation now required can be more readily secured through education of the public mind and the appeal to its conscience, supplemented by energetic independent political activity on the part of trade unionists, than by any other method. This is and will continue to be the political policy of the American Federation of Labor if the lessons which Labor has learned in the bitter but practical school of experience are to be respected and applied.

It is, therefore, most essential that the officers of the American Federation of Labor, the officers of the affiliated organizations, state federations and central labor bodies and the entire membership of the trade-union movement should give the most vigorous application possible to the political policy of the A. F. of L. so that labor's friends and opponents may be more widely known, and the legislation most required readily secured. This phase of our movement is still in its infancy. It should be continued and developed to its logical conclusion.

GOVERNMENT OWNERSHIP

Public and semi-public utilities should be owned, operated or regulated by the Government in the interest of the public.

Whatever final disposition shall be made of the railroads of the country in ownership, management or regulation, we insist upon the right of the workers to organize for their common and mutual protection and the full exercise of the normal activities which come with organization. Any attempt at the denial by governmental authority of the rights of the workers to organize, to petition, to representation and to collective bargaining, or the denial of the exercise of their political rights is repugnant to the fundamental principles of free citizenship in a republic and is destructive of their best interest and welfare.

The Government should own and operate all wharves and docks connected with public harbors which are used for commerce or transportation.

The American Merchant Marine should be encouraged and developed under government control and so manned as to insure successful operation and protect in full the beneficent laws now on the statute books for the rights and welfare of seamen. The seamen must be accorded the same rights and privileges rightfully exercised by the workers in all other employments, public and private.

WATERWAYS AND WATER POWER

The lack of a practical development of our waterways and the inadequate extension of canals have seriously handicapped water traffic and created unnecessarily high cost for transportation. In many instances it has established artificial restrictions which have worked to the serious injury of communities, owing to the schemes of those controlling a monopoly of land transportation. Our navigable rivers and our great inland lakes should be connected with the sea by an adequate system of canals, so that inland production can be more effectively fostered, the costs of transportation reduced, the private monopoly of transportation overcome and imports and exports shipped at lower costs.

The nation is possessed of enormous water power. Legislation should be enacted providing that the governments, federal and state, should own, develop and operate all water power over which they have jurisdiction. The power thus generated should be supplied to all citizens at rates based upon cost. The water power of the nation, created by nature, must not be permitted to pass into private hands for private exploitation.

REGULATION OF LAND OWNERSHIP

Agriculture and stock-raising are essential to national safety and well-being. The history of all countries, at all times, indicates that the conditions which create a tenant class of agriculturists work increasing injury to the tillers of the soil. While increasing the price of the product to the consumer these conditions at the same time develop a class of large land owners who contribute little, if anything, to the welfare of the community but who exact a continually increasing share of the wealth produced by the tenant. The private ownership of large tracts of usable land is not conducive to the best interests of a democratic people.

Legislation should be enacted placing a graduated tax upon all usable lands above the acreage which is cultivated by the owner. This should include provisions through which the tenant farmer, or others, may purchase land upon the lowest rate of interest and most favorable terms consistent with safety, and so safeguarded by governmental supervision and regulation as to give the fullest and freest opportunity for the development of land-owning agriculturists.

Special assistance should be given in the direction of allotments of lands and the establishment of homes on the public domain.

Establishment of governmental experimental farms, measures for stock-raising instruction, the irrigation of arid lands and reclamation of swamp and cut-over lands should be undertaken upon a larger scale under direction of the Federal Government.

Municipalities and states should be empowered to acquire lands for cultivation or the erection of residential buildings which they may use or dispose of under equitable terms.

FEDERAL AND STATE REGULATION OF CORPORATIONS

The creation by legislative enactment of corporations, without sufficient definition of the powers and scope of activities conferred upon them and without provisions for their adequate supervision, regulation and control by the creative body, has led to the development of far-reaching abuses which have seriously affected commerce, industry and the masses of the people through their influence upon social, industrial, commercial and political development. Legislation is required which will so limit, define and regulate the powers, privileges and activities of corporations that their methods cannot become detrimental to the welfare of the people. It is, therefore, essential that legislation should provide for the federal licensing of all corporations organized for profit. Furthermore, federal supervision and control should include the increasing of capital stock and the incurring of bonded indebtedness with the provision that the books of all corporations shall be kept open at all times to federal examiners.

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FREEDOM OF EXPRESSION AND ASSOCIATION

The very life and perpetuity of free and democratic institutions are dependent upon freedom of speech, of the press and assemblage and association. We insist that all restrictions of freedom of speech, press, public assembly, association and travel be completely removed, individual and groups being responsible for their utterances. These fundamental rights must be set out with clearness and must not be denied or abridged in any manner.

WORKMEN'S COMPENSATION

Workmen's compensation laws should be amended to provide more adequately for those incapacitated by industrial accidents or occupational diseases. To assure that the insurance fund derived from commerce and industry will be paid in full to injured workers, state insurance must supplant, and prohibit the existence of, employers' liability insurance operated for profit.

IMMIGRATION

Americanization of those coming from foreign lands, as well as our standards of education and living, are vitally affected by the volume and character of the immigration.

It is essential that additional legislation regulating immigration should be enacted based upon two fundamental propositions, namely, that the flow of immigration must not at any time exceed the nation's ability to assimilate and Americanize the foreigners coming to our shores, and that at no time shall immigration be permitted when there exists an abnormal degree of unemployment.

By reason of existing conditions we urge that immigration into the United States should be prohibited for a period of at least two years after peace has been declared.

TAXATION

One of the nation's most valuable assets is the initiative, energetic, constructive and inventive genius of its people. These qualities when properly applied should be fostered and protected instead of being hampered by legislation, for they constitute an invaluable element of progress and material development. Taxation should, therefore, rest as lightly as possible upon constructive enterprise. Taxation should provide for full contribution from wealth by a tax upon profits which will not discourage industrial or commercial enterprise. There should be provided a progressive increase in taxes upon incomes, inheritances, and upon land values of such a nature as to render it unprofitable to hold land without putting it to use, to afford a transition to greater economic quality and to supply means of liquidating the national indebtedness growing out of the war.

EDUCATION

It is impossible to estimate the influence of education upon the world's civilization. Education must not stifle thought and inquiry, but must awaken the mind concerning the application of natural laws and to a conception of independence and progress.

Education must not be for a few but for all our people. While there is an advanced form of public education in many states, there still remains a lack of adequate educational facilities in several states and communities. The welfare of the republic demands that public education should be elevated to the highest degree possible. The Government should exercise advisory supervision over public education and where necessary maintain adequate public education through subsidies without giving to the Government power to hamper or interfere with the free development of public education by the several states. It is essential that our system of public education should offer the wage-earners' children the opportunity for the fullest possible development. To attain this end state colleges and universities should be developed.

It is also important that the industrial education which is being fostered and developed should have for its purpose not so much training for efficiency in industry as training for life in an industrial society. A full understanding must be had of those principles and activities that are the foundation of all productive efforts. Children should not only become familiar with tools and materials, but they should also receive a thorough knowledge of the principles of human control, of force and matter underlying our industrial relations and sciences. The danger that certain commercial and industrial interests may dominate the character of education must be averted by insisting that the workers shall have equal representation on all boards of education or committees having control over vocational studies and training.

To elevate and advance the interests of the teaching profession and to promote popular and democratic education, the right of the teachers to organize and to affiliate with the movement of the organized workers must be recognized.

PRIVATE EMPLOYMENT AGENCIES

Essentials in industry and commerce are employee and employer, labor and capital. No one questions the right of organized capital to supply capital to employers. No one should question the right of organized labor to furnish workers. Private employment agencies abridge this right of organized labor.

Where federal, state and municipal employment agencies are maintained they should operate under the supervision of joint committees of trade unionists and employers, equally represented.

Private employment agencies operated for profit should not be permitted to exist.

HOUSING

Child life, the workers' physical condition and public health demand that the wage-earner and his family shall be given a full opportunity to live under wholesome conditions. It is not only necessary that there shall be sanitary and appropriate houses to live in, but that a sufficient number of dwellings shall be available to free the people from high rents and overcrowding.

The ownership of homes, free from the grasp of exploitive and speculative interests, will make for more efficient workers, more contented families, and better citizens. The Government should, therefore, inaugurate a plan to build model homes and establish a system of credits whereby the workers may borrow money at a low rate of interest and under favorable terms to build their own homes. Credit should also be extended to voluntary nonprofit-making housing and joint tenancy associations. States and municipalities should be freed from the restrictions preventing their undertaking proper housing projects and should be permitted to engage in other necessary enterprises relating thereto. The erection and maintenance of dwellings, where migratory workers may find lodging and nourishing food during periods of unemployment, should be encouraged and supported by municipalities.

If need should arise to expend public funds to relieve unemployment the building of wholesome houses would best serve the public interests.

MILITARISM

The trade-union movement is unalterably and emphatically opposed to "militarism" or a large standing army. "Militarism" is a system fostered and developed by tyrants in the hope of supporting their arbitrary authority. It is utilized by those whose selfish ambitions for power and worldly glory lead them to invade and subdue other peoples and nations, to destroy their liberties, to acquire their wealth and to fasten the yoke of bondage upon them. The trade-union movement is convinced by the experience of mankind that "militarism" brutalizes those influenced by the spirit of the institu-

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tion. The finer elements of humanity are strangled. Under "militarism" a deceptive patriotism is established in the people's minds, where men believe that there are nobility of spirit and heroism in dying for the glory of a dynasty or the maintenance of institutions which are inimical to human progress and democracy. "Militarism" is the application of arbitrary and irresponsible forces as opposed to reason and justice. Resistance to injustice and tyranny is that virile quality which has given purpose and effect to ennobling causes in all countries and at all times. The free institutions of our country and the liberties won by its founders would have been impossible had they been unwilling to take arms and if necessary die in the defense of their liberties. Only a people willing to maintain their rights and defend their liberties are guaranteed free institutions.

Conditions foreign to the institutions of our country have prevented the entire abolition of organized bodies of men trained to carry arms. A voluntary citizen soldiery supplies what would otherwise take its place —a large standing army. To the latter we are unalterably opposed as tending to establish the evils of "militarism." Large standing armies threaten the existence of civil liberty. The history of every nation demonstrates that as standing armies are enlarged the rule of democracy is lessened or extinguished. Our experience has been that even this citizen soldiery, the militia of our states, has given cause at times for grave apprehension. Their ranks have not always been free from undesirable elements, particularly the tools of corporations involved in industrial disputes. During industrial disputes the militia has at times been called upon to support the authority of those who, through selfish interests, desired to enforce martial law while the courts were open and the civil authorities competent to maintain supremacy of civil law. We insist that the militia of our several states should be wholly organized and controlled by democratic principles, so that this voluntary force of soldiery may never be diverted from its true purpose and used to jeopardize or infringe upon the rights and liberties of our people. The right to bear arms is a fundamental principle of our Government, a principle accepted at all times by free people as essential to the maintenance of their liberties and institutions. We demand that this right shall remain inviolate.

SOLDIERS AND SAILORS

Soldiers and sailors, those who entered the service in the nation's defense, are entitled to the generous reward of a grateful republic.

The necessities of war called upon millions of workmen to leave their positions in industry and commerce to defend, upon the battlefields, the nation's safety and its free institutions. These defenders are now returning. It is advisable that they should be discharged from military service at the earliest possible moment; that as civilians they may return to their respective homes and families and take up their peace-time pursuits. The nation stands morally obligated to assist them in securing employment.

Industry has undergone great changes due to the dislocation caused by war production and transportation. Further readjustments in industry and commerce must follow the rehabilitation of business under peaceful conditions. Many positions which our citizen soldiers and sailors filled previous to enlistment do not exist today.

It would be manifestly unjust for the Government after having removed the worker from his position in industry and placed him in military service to discharge him from the Army or Navy without having made adequate provision to assist him in procuring employment and providing sustenance until employment has been secured. The returned citizen soldier or sailor should not be forced by the bitter urgent necessity of securing food and clothing to place himself at a disadvantage when seeking employment.

Upon their discharge, transportation and meals should be supplied to their places of residence. The monthly salary previously paid should be continued for a period not to exceed twelve months if employment is not secured within that period.

The federal and state employment bureaus should be directed to cooperate with trade-union agencies in securing employment for discharged soldiers and sailors. In assisting the discharged soldier and sailor to secure employment, government agencies should not expect them to accept employment for less than the prevailing rate of wages being paid in the industry. Neither should any government agency request or require such discharged men to accept employment where a trade dispute exists or is threatened. Nor should the refusal on the part of any of these discharged soldiers or sailors to accept employment where trade disputes exist or are threatened, or when less than the prevailing wage rate is offered, deprive them of a continuance of their monthly pay.

Legislation also should be enacted which will give the nation's defenders the opportunity for easy and ready access to the land. Favorable inducements should be provided for them to enter agriculture and husbandry. The Government should assume the responsibility for the allotment of such lands, and supply the necessary capital for its development and cultivation, with such safeguards as will protect both the Government and the discharged soldier and sailor.

CONCLUSION

No element in our nation is more vitally concerned with the problems of making for a permanent peace between all nations than the working people. The opportunities now before us are without precedent. It is of paramount importance that labor shall be free and unhampered in shaping the principles and agencies affecting the wage-earners' condition of life and work.

By the light that has been given to it, the American Federation of Labor has attracted to its fold over three millions of wage-earners, and its sphere of influence and helpfulness is growing by leaps and bounds. By having followed safe and sound fundamental principles and policies, founded on freedom, justice and democracy, the American trade-union movement has achieved successes of an inestimable value to the masses of toilers of our country. By adhering to these principles and policies we can meet all problems of readjustment, however grave in importance and difficult of solution, with a feeling of assurance that our efforts will be rewarded by a still greater success than that achieved in the past.

Given the whole-hearted support of all men and women of labor, our organized labor movement, with its constructive program, its love for freedom, justice and democracy, will prove the most potent factor in protecting, safeguarding and promoting the general welfare of the great mass of our people during this trying period of reconstruction and all times thereafter.

The American Federation of Labor has attained its present position of dignity and splendid influence because of its adherence to one common cause and purpose; that purpose is to protect the rights and interests of the masses of the workers and to secure for them a better and a brighter day. Let us therefore strive on and on to bring into our organizations the yet unorganized. Let us concentrate our efforts to organize all the forces of wage-earners. Let the nation hear the united demand from the laboring voice. Now is the time for the workers of America to come to the stand of their unions and to organize as thoroughly and completely and compactly as is possible. Let each worker bear in mind the words of Longfellow:

"In the world's broad field of battle,
In the bivouac of Life,
Be not like dumb, driven cattle!
Be a hero in the strife!"

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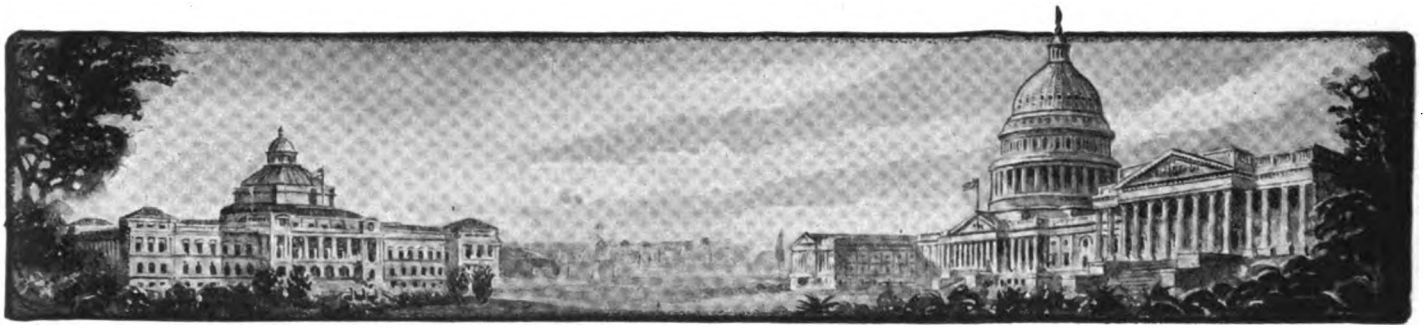

Editorials

WHAT IS PERNICIOUS POLITICAL ACTIVITY?

The opportunities for government employees to exercise the ordinary rights of citizens in a democracy are necessarily dependent upon the interpretation given by the Civil Service rule forbidding "pernicious political activity." No conscientious employee desires to use his office for political ends; and on the other hand, no self-respecting employee would knowingly sacrifice his fundamental right to work, outside of office hours, for any good cause in which he is interested.

It is possible, however, for the rule against political activity to be so narrowly interpreted as to reduce the government employee to civic helplessness. The rule has even been applied to nonpartisan activity in behalf of worthy causes, on the theory, as expressed recently in a letter from the President of the Civil Service Commission (printed in this issue), that "Any question presented to the voters at an election becomes, by the very fact of such submission, a political question." It is because of interpretations of this sort that the convention of the National Federation of Federal Employees, in September, 1918, adopted resolutions urging a modification of the rule so as to permit the exercise by federal employees of their rights in so far as nonpartisan political activities are concerned.

In his letter replying to the recommendations of the Federation, Mr. McIlhenny reminds us that "office-holders are the agents of the people, not their masters. Not only is their time and labor due to the Government, but they should scrupulously avoid, in their political action, as well as in the discharge of their official duties, offending by display of obtrusive partisanship their neighbors who have relations with them as public officials."

With this principle of service to all the people federal employees are completely in accord. They have fought for it in their organizations, and their daily service testifies that they know no parties or factions in doing the public work. But to ask them to take no part in the active duties of citizenship, to isolate themselves deliberately from the current of community progress merely because in their working hours they serve the Government and people of the United States, is to discourage the very thing the nation needs most of all today—active participation by all its citizens in the everyday tasks of democracy.

Practically applied, this theory that all activity involving elections is prohibited would mean that a government employee could not express himself publicly in favor of a bond issue for a needed public school for his children, merely because the matter would be submitted at an election; and no government employee could speak openly in favor of recognized principles of social reform because from time to time these principles are submitted to the democratic device of an election.

To be sure, the President of the Civil Service Commission offers a crumb of comfort. The government employee may "vote, think and speak privately as he chooses," says Mr. McIlhenny. In other words, he is encouraged to eschew the honest method of stating plainly, where all may hear, what he thinks, and is bidden to go whispering about among his fellows the thoughts he is allowed by a gracious Government to think and utter *privately.*

As between the government employee who honestly tells the public where he stands on current questions and the wishy-washy nimble-toed fellow who is afraid somebody may hear him express an opinion aloud, the public is quite able to judge; and public sentiment will not tolerate a gag-rule that, if rigidly applied, would result in only nonentities being allowed to hold government positions.—W. Carson Ryan, Jr., *Washington (D. C.) F. E. U. (No. 2).*

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SELF-HELP—AND OTHERWISE

It is fortunate indeed for the civil service employees that the National Federation of Federal Employees has conducted in their behalf so strenuous a campaign for the desperately needed dollar-a-day emergency salary increase, assuming, as seems very probable at this time, that the amount secured will be at least double the current allowance. The only other prospect of relief lay in the Supplemental Estimates submitted by the heads of the departments and other governmental establishments. When these, inadequate as they were found to be, were unceremoniously hustled by Congress into "outer darkness," the sole hope of the employees centered on the drive for decent consideration which is being carried on with vigor by our National Federation.

In the long run it is SELF-HELP that counts every time.—J. G. G.

———NFFE———

THE A. F. OF L. RECONSTRUCTION PROGRAM

The carefully thought-out Reconstruction Program just put forth by the American Federation of Labor should receive the earnest consideration to which it is entitled as coming from the representative body of the great industrial army of the Nation. Especially should it be earnestly weighed and studied by the organized civilian forces of the Government. It is significant as showing the steady progress of the wage-earners of the country toward unity of purpose and action that the Program recognizes no line of demarcation, at least so far as certain fundamentals are concerned, between those who serve the Government and those who are in the employ of private interests. "Public employees must not be denied," reads this latest pronouncement of Labor's spokesmen, "the right of organization, free activities and collective bargaining, and must not be limited in the exercise of their rights as citizens." Herein the American Federation of Labor stands squarely in line with our own National Federation, indeed with all organized federal employees, including the railroad men, as to whom the proverbial lawyer from the Quaker City would be puzzled to say whether or not they are government employees. The Program goes beyond this position, contending against "the fixing of wages, hours and conditions of labor for public employees by legislation," on the ground that this "hampers the necessary exercise of organization and collective bargaining."

In the general field of social and economic adjustment the A. F. of L. Program contains much that touches vitally the well-being of our membership. The principles of taxation enunciated run closely parallel with those set forth in the program outlined by President Steward shortly before the Chicago Convention. The so-called law of Supply and Demand, which has been elevated into a sort of fetish, is relegated, as it should be, to the scrap-heap of an unenlightened era. All in all, the Labor Reconstruction Program is an educational document which may well form the basis for many a profitable discussion in our unions, whether all of its provisions be adopted or not.—J. G. G.

———NFFE———

The pages of our contemporary, the *Congressional Record,* contain expressions of tender solicitude lest government employees be led astray from the homely virtues of the simple life by fat salary increases which may perchance fall to their lot. This brings back to mind an incident of the famous Hughes investigation some years ago, when the president of one of the great companies assigned as a reason for not distributing dividends annually among the stockholders that the beneficiaries would not know how to spend the money wisely. Thereupon the New York *Sun* was moved to ponder seriously on the demoralization that would be caused in the household of a staid Connecticut clergyman by the sudden inpouring of a $7.49 insurance dividend!—J. G. G.

———NFFE———

The action of the House of Representatives on the temporary salary increase for 1920 is at once a partial recognition at least of the justice of the employees' claim to better compensation, and a tribute to the effectiveness of organization and teamwork within our ranks, national and local, and to the wholehearted support generously given by good friends in the House.—J. G. G.

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With the Poets

They Lie in France Where Lilies Bloom

They lie in France
Where lilies bloom;
Those flowers pale
That guard each tomb
Are saintly souls
That smiling stand
Close by them in
That martyred land,
And mutely there the long night shadows creep
From quiet hills to mourn for them who sleep,
While o'er them through the dusk so silently
The grieving clouds that slowly drift to sea,
And lately round them moaned the Winter wind
Whose voice, lamenting, sounds so coldly kind,
Yet in their faith those waiting hearts abide
The time when turns forever that false tide.
In France they lie
Where lilies bloom,
Those flowers fair
For them made room.
Not vainly placed
The crosses stand
Within that brave
And stricken land;
Their honor lives,
Their love endures,
Their noble death
The right assures,
For they shall have their hearts' desire
They who, unflinching, braved the fire,
Across the fields their eyes at last shall see
Through clouds and mist the hosts of victory.

—Percival Allen in *The New York Times.*

The Lizard-Bird

Yes, a bird, if a creature of wings be that,
But a bird the most famous the world ever knew;
A strange, prehistoric, leviathan bat,
Which through forests of cycad and pandanus flew.

Elongated legs of a lizard were spread
Upon pinions of leathery crocodile skin,
And the ugly-toothed jaws of its satanic head
Were always agape in a cavernous grin.

No feather shafts grew from its umbrella wings;
No long plumes, nor down, decked its saurian tail;
And the harshest-toned bird of the air that now sings
Never uttered so hideous croakings avale.

And that was the pterodactylus of old,
A-swing through the tropical air of the time;
The shark of the sea that encircled the mold;
The dragon devouring of story and rhyme.

And the croak of its warsong was heard through the land,
Till the seas, Mesozoic, outrang with the cry;
While the terrible lizards, upreared in the sand,
Roared back the wild challenge in sport to the sky.

Little wonder we dream of the miracles fled,
And among them the dawn of our sweet-singing bird,
From the fierce lizard monsters of years, millions sped,
To the daintiest creature e'er seen, ever heard.

—Willis Edwin Hurd, *Weather Bureau, Washington D. C. (F. E. U. No. 2).*

Yanks

O'Leary, from Chicago, and a first-class fightin' man,
Born in County Clare or Kerry, where the gentle art began;
Sergeant Dennis P. O'Leary, from somewhere on Archie Road,
Dodgin' shells and smellin' powder while the battle ebbed and flowed.

And the captain says: "O'Leary, from your fightin' company
Pick a dozen fightin' Yankees and come skirmishin' with me;
Pick a dozen fightin' devils, and I know it's you who can."
And O'Leary, he saluted like a first-class fightin' man.

O'Leary's eye was piercin' and O'Leary's voice was clear:
"Dimitri Georgeoupoulos!" And Dimitri answered "Here!"
Then "Vladimir Slaminsky! Step three paces to the front,
For we're wantin' you to join us in a little Heinie hunt!"

"Garibaldi Ravioli!" Garibaldi was to share;
And "Ole Axel Kettelson!" and "Thomas Scalp-the-Bear!"
Who was Choctaw by inheritance, bred in the blood and bones,
But set down in army records by the name of Thomas Jones.

"Van Winkle Schuyler Stuyvesant!" Van Winkle was a bud
From the ancient tree of Stuyvesant and had it in his blood;
"Don Miguel de Colombo!" Don Miguel's next kin
Were across the Rio Grande when Don Miguel went in.

"Ulysses Grant O'Sheridan!" Ulysses' sire, you see,
Had been at Appomattox near the famous apple tree;
And "Patrick Michael Casey!" Patrick Michael, you can tell,
Was a fightin' man by nature with three fightin' names as well.

"Joe Wheeler Lee!" And Joseph had a pair of fightin' eyes;
And his granddad was a Johnny, as perhaps you might surmise;
Then "Robert Bruce MacPherson!" And the Yankee squad was done
With "Isaac Abie Cohen!" once a light-weight champion.

Then O'Leary paced 'em forward, and says he: "You Yanks, fall in!"
And he marched 'em to the captain. "Let the skirmishin' begin,"
Says he. "The Yanks are comin', and you beat 'em if you can!"
And saluted like a soldier and a first-class fightin' man!

—James W. Foley, *in Saturday Evening Post.*

Since the beginning of the world, classes and people have won power as they have proved themselves to be worthy of power.

Those of us who do the most toward a peaceful change will receive the most in benefits after the readjustment is over.

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A Poet Enlists

And all the songs that I might sing—
  Madness to risk them so, you say?
How is it such a certain thing
  That I can sing them if I stay?

The winds of God are past control,
  They answer to no human call,
And if I lose my living soul
  That is, for me, the end of all.

Better to shout one last great song,
  Dying myself, to dying men,
Than crawl the bitter years along
  And never sing again.

—AMELIA JOSEPHINE BURR in *The Outlook*.

Of Peace

There is a righteousness that owns
  To every race its birthright to be free
From base aggression, and the force of thrones
  That throttle liberty.

There is a peace of tyranny that brands
  The brows of those who bend beneath the yoke
Of Might, that bows the stricken conquered lands
  With its imperious yoke.

Now the stern day of reckoning has come,
  And the ensanguined carnival's surcease;
After the conflict's mad delirium
  Be ours the righteous peace!

—CLINTON SCOLLARD in *Life*.

Song for Heroes

A song for the heroes who saw the sign
And took their place in the battle line;
They were walls of granite and gates of brass;
And they cried out to God, "They shall not pass!"
And they hurled them back in a storm of cheers,
And the sound will echo on over the years.

And a song for the end, for the glorious end,
And the soldiers marching up over the bend
Of the broken road in gallant France,
The homing heroes who took the chance,
Who looked on life, and with even breath
Faced the winds from the gulfs of death.
Their hearts are running on over the graves—
Over the battle-wrecks—over the foam—
On to America—on to home!

And a song for the others, the heroes slain
In Argonne forest—in St. Gobain—
In the flowery meadows of Picardy—
In Belgium—in Italy,
From brave Montello to the sea.

A song for the heroes gone on ahead
To join the hosts of the marching dead—
A song for the souls that could lightly fling
Sweet life away as a little thing
For the sake of the mighty need of earth,
The need of the ages coming to birth.

All praise for the daring God who gave
Heroic souls that could dare the grave.
Praise for the power He laid on youth
To challenge disaster and die for truth.
What greater gift can the high God give,
Than the power to die that the truth may live!

Glory to the Lord, the hero of Heaven,
He whose wounds in His side are seven—
Glory that He gathers the heroes home,
Out of the red fields, out of the foam—
Gathers them out of everywhere,
Into the camp that is over there.

—EDWIN MARKHAM
in *The New Church Messenger*.

Afternoon in February

The day is ending,
The night is descending,
The marsh is frozen,
  The river dead.

Through clouds like ashes,
The red sun flashes,
On village windows,
  That glimmer red.

The snow recommences,
The buried fences
Mark no longer
  The road o'er the plain.

While through the meadows
Like fearful shadows,
Slowly passes
  A funeral train.

The bell is pealing,
And every feeling
Within me responds
  To the dismal knell.

Shadows are trailing,
My heart is bewailing
And tolling within
  Like a funeral bell.

—*Henry W. Longfellow.*

Who Killed Cock Robin?

Who started the war?
  "Not I," says J. Bull,
  "But of it I'm full.
Go ask Kaiser Bill."

Who started the war?
  "Not I," says the Kaiser;
  "'Twas some other geezer.
Why? Who wants to know?"

Who started the war?
  "Not us," shouted France;
  "We hadn't a chance;
But, believe us, we're in it."

Who started the war?
  "Not I," says Czar Nick,
  "But I got out of it slick;
Count me out of it."

Who started the war?
  "Not I," says the Greek;
  "'Twas that dirty sneak,
Kaiser Bill."

Who started the war?
  "I did," says the Hun,
  "But I'm a son-of-a-gun
If I can finish it."

Who started the war?
  "Not I," says Uncle Sam;
  "And I don't care a (deleted),
But watch me finish it."

—M. M. BROWER in *The Field Review*.

He fails who climbs to power and place
Up the pathway of disgrace.
He fails not who makes truth his cause,
Nor bends to win the crowd's applause.
He fails not who stakes his all
Upon the right and dares to fall;—
What though the living bless or blame?
For him the long success of fame.

—*Richard Watson Gilder.*

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A Tribute to Government Workers

Assistant Secretary Leffingwell, of the Treasury Department, tells how his prejudice against the civil-service employees speedily vanished after he had made their acquaintance.

IN view of statements derogatory to government workers which make their appearance from time to time, frequently from the pens of those who do, or at least should, know better, the testimony given below from an exceptionally well qualified witness is of more than passing interest. This tribute to efficient, faithful and underpaid employees daily under his observation comes from Assistant Secretary R. C. Leffingwell of the Treasury Department, forming part of the statement submitted by him to the subcommittee of the House Appropriations Committee in charge of the preparation of the Legislative bill for the next fiscal year.

"I came down here to Washington," said Mr. Leffingwell, "as a war worker and spent six months as a volunteer in the Treasury, and was appointed Assistant Secretary when it became necessary for Mr. Crosby to go abroad. Before that appointment I became very familiar in an informal way with the operation of the Treasury bureaus and of the Division of Loans and Currency, particularly, because my work was connected primarily with the liberty loans. Having come from private life, I arrived with a prejudice which too many people have, that government departments were the refuge of loafers who came to Washington from all parts of the country to live in idleness except for a period between 10 and 4, during which time they ran a reluctant pen over a piece of embossed stationery.

FOUND THE FINEST SORT OF MEN PAID MERE PITTANCES

"The first thing I discovered was that I did not know anything about what happened in government departments, if the Treasury was a specimen of government departments. Instead of that situation, here were men who were working for the merest pittance, according to any standards of living with which I was familiar, and they were working hard. I am hoping soon to follow my great chief into private life, and I cannot do less than tell you gentlemen that to my mind the public servant, if he is to be judged by those I have found in the Treasury, is the finest sort of man, doing the finest sort of work on the merest pittance; and, broadly speaking, you can do no

(Continued on page 90)

The Supplemental Estimates

Concluding the story begun in our January issue, the recommendations recently laid before Congress by department heads and other officials, for increases in certain statutory salaries for the next fiscal year are summarized below for the Department of the Interior, the Post Office Department, and the Library of Congress.

IT WAS explained in our last issue that a carefully planned schedule of higher salaries for a number of statutory positions was recently submitted to Congress by heads of departments and other executive officials, and the data for the Treasury, Navy, Commerce and Labor Departments, with other data, were given. Unfortunately for the prospective beneficiaries, the supplemental estimates met with a chilling reception at the outset, being wholly ignored in the framing of the great appropriation bills.

Study of the figures presented will enable anyone interested to get a clear idea of the character of the estimates referred to, both in the large and as bearing on the salaries of employees of various grades and branches of the government service.

DEPARTMENT OF THE INTERIOR

	Present salary	*Proposed salary*	*Increase*
First Assistant Secretary	$5,000	$7,500	$2,500
Assistant Secretary	4,500	7,000	2,500
Assistant to the Secretary	2,750	6,000	3,250
Commissioner of the General Land Office	5,000	6,000	1,000
Commissioner of Indian Affairs	5,000	6,000	1,000
Commissioner of Pensions	5,000	6,000	1,000
Commissioner of Patents	5,000	6,000	1,000
Commissioner of Education	5,000	6,000	1,000
Director of the National Park Service	4,500	6,000	1,500
Office of the Secretary, new positions:			
Administrative assistant to the Secretary	.....	3,600	3,600
Medical inspector	.....	2,250	2,250
Deputy disbursing clerk	.....	2,250	2,250
Clerk of class 3	.....	1,600	1,600
Clerk of class 2	.....	1,400	1,400
2 clerks of class 1	.....	1,200	2,400
Typewriter repairer	.....	1,400	1,400
Automobile mechanic (in lieu of 1 clerk at $1,200)	.....	1,400	1,400
Electrician (in lieu of 1 skilled laborer at $900)	.....	1,200	1,200
2 assistant engineers	.....	1,200	2,400

Indian Office

	Present salary	*Proposed salary*	*Increase*
Assistant commissioner	$3,500	$4,000	$500
Chief clerk	2,750	3,000	250
Financial clerk	2,250	2,400	150
4 chiefs of division at $2,400 in lieu of one at $2,250, one at $2,000, and one assistant chief of division at $2,000. (One new position)	6,250	9,600	3,350
Law clerk	2,000	2,400	400
Private secretary	1,800	2,400	600
Examiner of irrigation accounts	1,800	2,000	200
Draftsman	1,400	1,600	200
Do	1,200	1,400	200
20 clerks at $2,000, in lieu of that number at $1,800 each	36,000	40,000	4,000
31 clerks at $1,800, in lieu of that number at $1,600 each	49,600	55,800	6,200
38 clerks at $1,600, in lieu of that number at $1,400 each	53,200	60,800	7,600
2 clerks at $1,700 in lieu of that number at $1,500 each	3,000	3,400	400
68 clerks at $1,400, in lieu of that number at $1,200 each	81,600	95,200	13,600
32 clerks at $1,200, in lieu of that number at $1,000 each	32,000	38,400	6,400
34 clerks at $1,100, in lieu of that number at $900 each	30,600	37,400	6,800
2 clerks at $900, in lieu of that number at $720 each	1,440	1,800	360
1 messenger	840	900	60
4 assistant messengers at $840, in lieu of that number at $720 each	2,880	3,360	480
4 messenger boys at $600 each, in lieu of that number at $420 each	1,680	2,400	720

General Land Office

	Present salary	*Proposed salary*	*Increase*
Assistant commissioner	$3,500	$4,000	$500
Chief law clerk	2,500	3,000	500
2 law clerks, $2,200 to $2,700	4,400	5,400	1,000
3 law examiners of surveyors general's offices, $2,000 to $2,500	6,000	7,500	1,500
Recorder	2,000	2,400	400
9 chiefs of division, $2,000 to $2,400	18,000	21,600	3,600

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Assistant chief of division	2,000	2,400	400
8 law examiners, $2,000 to $2,500	16,000	20,000	4,000
4 law examiners, $2,000 to $2,200	8,000	8,800	800
4 law examiners, $1,800 to $2,000	7,200	8,000	800
8 law examiners, $1,600 to $1,800	12,800	14,400	1,600
4 accountants, at $2,200, in lieu of that number of clerks at $1,800	7,200	8,800	1,600
10 clerks, $1,600 to $1,800	16,000	18,000	2,000
20 clerks, $1,400 to $1,600	28,000	32,000	4,000
20 clerks, $1,200 to $1,400	24,000	28,000	4,000
10 clerks, $1,000 to $1,200	10,000	12,000	2,000
10 copyists, $900; clerks, at $1,000	9,000	10,000	1,000
14 copyists, $720 to $900	10,080	12,600	2,520
Depositary (receiving clerk)	2,000	2,400	400

Education Office

	Present salary	*Proposed salary*	*Increase*
Assistant commissioner	.....	$4,500	$4,500
Secretary to the commissioner	.....	2,400	2,400
Assistant specialists in higher education (2)	.....	4,000	8,000
Assistant specialist in higher education	.....	3,500	3,500
Assistant editor	.....	2,400	2,400
Specialist in foreign educational systems	.....	3,500	3,500
Clerks of class four (6)	.....	1,800	10,800
Clerks of class three (6)	.....	1,600	9,600
Clerks of class two (8)	.....	1,400	11,200
Clerks of class one (5)	.....	1,200	6,000
Draftsman	.....	1,800	1,800
Lantern-slide artist	.....	1,600	1,600
Multigraph operator	.....	1,200	1,200
Addressograph operator	.....	1,200	1,200
Messenger	.....	1,000	1,000
Skilled laborers (2)	.....	840	1,680
Chief clerk	$2,000	2,500	500
Specialist in higher education	3,000	4,500	1,500
Editor	2,000	3,000	1,000
Statistician	1,800	3,000	1,200
Specialist in charge of land-grant college statistics	1,800	2,200	400
Translator	1,800	2,000	200
Specialist in foreign educational systems	1,800	2,000	200

Patent Office

	Present salary	*Proposed salary*	*Increase*
Assistant Commissioner	$3,500	$4,000	$500
2 chiefs of clerical divisions	.....	2,000	4,000
5 assistant chiefs of divisions	.....	1,800	9,000
3 clerks of class 4	.....	1,800	5,400
3 clerks of class 3	.....	1,600	4,800
13 clerks of class 2	.....	1,400	18,200
1 skilled draftsman	1,200	1,600	400
2 skilled draftsmen	1,200	1,400	400
4 draftsmen	1,000	1,200	800
14 copyists	.....	1,000	14,000
Total	.....	.....	57,500
Bureau of Navigation:			
Deputy commissioner	2,750	3,000	250
Chief clerk	2,000	2,500	500
Shipping commissioner—			
Baltimore	1,200	1,500	300
Philadelphia	2,400	3,000	600
New Orleans	1,500	2,000	500
Total	.....	.....	2,150
Bureau of Standards:			
Chief physicist	4,800	5,500	700
Chief chemist	4,800	5,500	700
Three physicists and chemists	3,600	4,500	2,700
Secretary	2,200	3,000	800
Chief mechanician	1,800	3,000	1,200
Superintendent	2,500	3,000	500
Chief clerk	2,200	2,500	300
Photographer	1,400	1,600	200
Foreman woodworking shop	1,500	1,800	300
Glass blower	1,600	1,800	200
Foreman of janitors and laborers	900	1,200	300
Total	.....	.....	7,900

POST OFFICE DEPARTMENT

61 messengers (in lieu of 29 messengers and 32 assistant messengers), each	$1,000
34 watchmen, each	1,000
10 assistant engineers (in lieu of 9), each	1,560
15 firemen, each	1,252
20 elevator conductors, each	1,000
2 electricians (in lieu of 2 assistant electricians), each	1,680

A Tribute to Government Workers

(*Continued from page 98*)

greater act of justice than to recognize some of these men here whom I can name, who could step out into private life and get salaries of $10,000 a year. I assure you they are staying here now in the face of the knowledge that they could get that $10,000 a year, just because they are too fine and patriotic to injure the Government, and it would be greatly injured without their services. These men know the technique; they know the infinitely difficult laws which govern things. . . .

THE SQUARE DEAL FOR EMPLOYEES
ENLIGHTENED SELF-INTEREST

"The men I have spoken of are all civil-service men. I do not believe there is one man I have mentioned, and there is not one man in the group I have in mind, who has not been here in the Treasury since before the present administration. I imagine most of them have been there longer than one or two administrations. They are purely government men and the war has called upon them to do a great service and they have done it and they have done it without thought of their health or personal advantage. But there are many who know what they have done and what is in them to do, and they are going to be presented with opportunities to go out into private life and make themselves financially independent. Unless the Government is prepared to offer them at least that sum which will enable them to live in reasonable comfort and with the reasonable assurance that their families will be properly educated and brought up, it is not right to expect them to continue to reject the opportunities for advancement which I for one think they will be free to accept when peace comes about and these operations are finished. So I say it is just enlightened self-interest on the part of the Government to give them a square deal."

Ex-President Taft on Labor Unions

"I am very much in favor of the organization of labor. I am in favor of it not only because of what it has effected and is effecting in the interests of those who earn their living by manual labor, skilled and unskilled, but also because of the advantages it brings to the community at large.

"Can any one deny the real benefit that has been brought to wage-earners and society through the legislation influenced directly by the activity of labor organizations?

"I have therefore said, 'that were I a wage-earner, I would feel it my duty to join a labor organization.'"—*William H. Taft.*

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3 carpenters, each	1,680
1 painter	1,680
2 plumbers (1 in lieu of 1 assistant plumber), each	1,680
78 laborers, each	1,000

The rates of compensation enumerated above are in conformity with the recommendation of the Secretary of Labor made recently as a result of a study and comparison of salaries paid by private establishments and the Federal Government in the various positions set forth.

The positions enumerated below are not covered by the recommendation of the Secretary of Labor, with the exception of two engineers. He recommended that engineers be paid the salary of $1,800 per annum. However, the duties of the two engineers in this department are such that it is believed that the salary of $1,680 per annum will be adequate.

1 typewriter repairer	$1,400
3 telephone switchboard operators, each	1,000
2 messengers in charge of mails, each	1,200
1 captain of the watch	1,400
2 engineers, each	1,680
2 blacksmiths or steamfitters, each	1,500
3 oilers, each	1,300
1 chief engineer	1,800
3 assistant electricians, each	1,400
2 dynamo tenders, each	1,300
1 head carpenter (in lieu of 1 carpenter)	1,800
1 awningmaker	1,680
1 foreman of laborers	1,200
1 assistant foreman of laborers	1,100
4 female laborers (in lieu of 4 laborers at $660), each	800
12 female laborers (in lieu of 1 female laborer at $540, 3 female laborers at $500, and 8 female laborers at $480), each	600

"Increases in the salaries of the positions hereinbefore set forth are," Postmaster General Burleson says, "urgently necessary not only to enable the department to maintain an adequate force but to provide a just compensation to the employees as well."

LIBRARY OF CONGRESS

Librarian Putnam submitted "the following list of positions in the Library proper, the Copyright Office, and the Card Division for which an increase in salary is earnestly recommended:"

All positions (42) at $420-$580 (inclusive) to be increased to	$600
All positions (30) at $600 and $720 to be increased to	780
All positions (74) at $780-$860 (inclusive) to be increased to	900
All positions (7) at $900 and $920 to be increased to	1,000
Certain positions (45) at $960 to be increased to	1,000
Certain positions (14) at $960 (Catalogue Division) to be increased to	1,200
All positions (32) at $1,000-$1,100 (inclusive) to be increased to	1,200
All positions (41) at $1,200 to be increased to	1,400
All positions (19) at $1,400 to be increased to	1,500
Certain positions (11) at $1,500 to be increased to	1,600
Certain positions (14) at $1,500 to be increased to	1,800
All positions (10) at $1,600 to be increased to	1,800
Certain positions (11) at $1,800 to be increased to	2,000
Certain positions (4) at $2,000 to be increased to	2,200
Certain positions (3) at $2,000 to be increased to	2,500

A total increase of $50,600.

"The Library is facing a serious situation. Since January, 1917, it has lost heavily by resignation; and it has been found almost impossible to secure, or having secured, to hold, at the existing salaries, persons who possess the proper qualifications for the work to be done.

"In lower grades, appointees continue for only a few weeks and then leave to take positions elsewhere at greatly increased compensation.

"The positions, at $1,100 and less (277), constitute 66 per cent of the entire staff (419).

"In the 22 months, there have been 428 resignations, exclusive of the terminations of temporary engagements, and the force today numbers only 400.

"And the character of the personnel has changed greatly.

"In January, 1917, there were 245 men and 179 women in the staff. In November, 1918, there are 184 men and 216 women and 19 vacancies.

"Of the 139 assistants in 1917 who had entered the service at $660 and less, 109 had had a high-school education and 28 had attended college.

"Of the 72 members of the present staff, at $660 and less, 35 (9 of them colored) have attended high school and 3 have attended college.

"Of the 93 assistants in January, 1917, who had entered the service at $720-$1,100, 50 had had a college education.

"Of the 73 members of the present staff, at the same salaries, who have entered the service since January, 1917, 10 have had a college education."

HOW MUCH DEMOCRACY?

The matter of democracy in industry, of permitting workmen to determine in large measure for themselves the conditions of their employment (not merely permitting them to choose between the employer's conditions and starvation) is a matter that is before us for action. In England the question is being answered rather generally in the affirmative. In America the movement has not developed so rapidly, because in this country class consciousness has in the past been pretty largely restricted to the immigrant population. Yet the question now being agitated of the right of civil servants to organize is fundamentally a question of the democratization of the public service.

Of course it is possible that we should not answer a question about government employment in the same way that we should answer a similar question about private employment. We might say the Government is a privileged employer. Democratic as regards the people at large, it may be autocratic toward that section of the people that accepts its emoluments. But if we take that view we are obliged to found it on something besides theory. We must take it not because it corresponds with our preconceived notions about the nature of the State, but because it serves an end that is admittedly desirable.

Now the advocates of self-government in industry base their arguments not alone, nor even chiefly, on the humanistic ideal, the ideal of justice. They go further, and say that democratized industry is more productive and more efficient than industry autocratically controlled. They say men work harder and produce more when they are working for themselves, in ways that they themselves determine. If this is true, can we afford to neglect its lesson for the civil service? Can we afford to impose an arbitrary rule on civil employees if it diminishes their value as servants of the public?

That is the point from which we ought to approach the question. Whether or not the self-determinists are right—whether or not democracy is a good thing that we can't have too much of—is a question of fact. Let us examine the facts, and then not hesitate to draw the appropriate conclusion, whether it fits our theories or not.—*Good Government.*

It Certainly Was

Strange how things come about. The German's March offensive was followed by the Allies' offensive march.—*Syracuse Herald.*

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Political Activity of Employees

The United States Civil Service Commission, defining its position in connection with the resolutions adopted at the N. F. F. E. Chicago convention regarding political activity on the part of federal employees, declares it impracticable to make a distinction between partisan and nonpartisan activity. The Commission does not favor the action proposed by our National Federation.

RENEWED interest in the question of the right of civilian employees of the Government to engage actively in politics has been aroused by the announcement of the United States Civil Service Commission of its attitude in this important matter. This is set forth in the appended communication addressed to Executive Secretary Beach, of our National Federation, "by direction of the commission," under date of January 11, 1919, signed by President J. A. McIlhenny:

"The commission acknowledges receipt of your letter of December 16, 1918, transmitting a copy of certain resolutions adopted at the second annual convention of the National Federation of Federal Employees. A similar letter, addressed to the President, has been received by reference from the White House.

"In these resolutions the Federation indicates its objections to the restrictions imposed upon classified employees by the civil service rule which forbids activity in political affairs, and recommends that it be modified to permit the exercise by federal employees of their rights in so far as nonpartisan political activities are concerned.

"The political activity rule is the result of a series of executive orders and instructions, the first of which was promulgated during the administration of President Jefferson. It was designed to prevent the active interference of federal employees in political matters and the control of party machinery by the use of such employees. Such restrictions were also promulgated by Presidents Harrison, Hayes, and Cleveland. In 1907 the restrictions, as far as they apply to competitive employees, were made a part of the civil service rules by executive order. It was provided that persons in the competitive classified service, while retaining the right to vote as they please and to express privately their opinions on all political subjects, shall take no active part in political management or in political campaigns.

"The resolution of the Federation contemplates that a distinction be made between partisan and nonpartisan issues. The commission holds that the fact that a campaign may not mean affiliation with any of the great national political parties is not material, because one of the underlying principles of the rule is that a federal employee, who is a servant of all the people, shall not actively array himself with one group against another group upon political questions concerning which public opinion is divided. As was declared in an executive order issued July 14, 1886, officeholders are the agents of the people, not their masters; not only are their time and labor due to the Government, but they should scrupulously avoid, in their political action as well as in the discharge of their official duties, offending by display of obtrusive partisanship their neighbors who have relations with them as public officials.

"Any question presented to the voters at an election becomes, by the mere fact of such submission, a political question, and one in the solution of which a competitive employee may not actively participate. One employee could not, of course, be permitted to support a political issue, and another forbidden to oppose it, and the activity of one, while pleasing to some persons, would be offensive to others. The rule preserves to the employee freedom of opinion and the full enjoyment of the right of suffrage. He may vote, think, and speak privately as he chooses, but the rule prevents him, while in the service of the whole public, from turning his official position to the benefit of one of the parties into which that whole public is divided.

"There is no more hardship in requiring a competitive employee to refrain from active participation in political affairs than there is in placing the same restrictions, for obvious reasons, upon the judiciary, the Army, the Navy, and the police force. The regulations concerning political activity have long existed, and any person entering the service voluntarily assumes the duty of observing such regulations.

"The rule does not authorize the commission to discriminate between the different kinds of political activity, and the proposed amendment, which would require the rescinding of the rule in so far as it prohibits nonpartisan opposition on the part of federal employees to the election or candidacy of those who vilify and abuse them, does not seem to be practicable. It would be extremely difficult to make a distinction between partisan and nonpartisan activity in connection with the candidacy of a representative of a certain party. It is well known that many so-called nonpartisan campaigns are more bitterly contested and stir up more strife and ill-feeling in a community than campaigns conducted on strictly partisan lines, and the reasons which render necessary in the interests of the service regulations forbidding activity in partisan campaigns, apply equally to activity in nonpartisan campaigns.

"The commission does not, therefore, favor the amendment proposed in the resolutions of the Federation."

RESOLUTIONS OF N. F. F. E. ON NONPARTISAN POLITICAL ACTIVITY

The resolutions referred to in the letter of the commission are given below. These were offered by Miss Etheridge, who was a delegate from Local No. 46, Chilocco, Oklahoma, to the Chicago convention last September, and were adopted by that body without opposition:

WHEREAS, The Constitution of the United States guarantees to all citizens thereof the equal protection of the laws; and

WHEREAS, By a construction of a rule of the United States Civil Service Commission, That employees of the Civil Service shall not engage in pernicious political activity, and public participation in elections or nominations of public officials has been held to constitute such pernicious political activity; and

WHEREAS, Certain individuals holding elective offices under the United States Government have wantonly attacked the employees of its Civil Service, branding them as "loafers" and "slackers," and have through them assailed the dignity and honor of the entire Civil Service establishment; and

WHEREAS, The federal employees who have thus been subjected to contumely and contempt, have been denied by the rule and construction of the Civil Service Commission aforesaid any opportunity to defend themselves against their attackers; therefore, be it

Resolved, By the National Federation of Federal Employees, in convention assembled, That the construction of the rule against pernicious political activity which prohibits non-partisan opposition on the part of the federal employees to the

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election or candidacy of those who vilify and abuse them should be rescinded, and that a construction should be adopted which will permit the exercise by federal employees of their rights as citizens in so far as non-partisan political activities are concerned; and, be it further

Resolved, That a copy of this resolution be transmitted to the Civil Service Commission, the President of the American Federation of Labor, and the President of the United States.

Since the days of our Chicago convention the question of political activity on the part of government employees has assumed new importance, owing largely to the order issued by former Director General of Railroads McAdoo, which restricted, or at least sought to restrict, the political sphere of the employees of the railroads taken over by the Government. That this view is not accepted by the railroad men is clearly shown by the statement which appeared recently in the official organ of the "Big Four" brotherhoods, *The Railroad Trainman,* from which the following excerpt is taken:

It is not our idea of democracy to deny the right to hold office on the ground that a man out of office enjoys a greater degree of self-government than he will if he becomes an active legislative or official part of that government. We accept no such doctrine now or at any other time. We don't propose to give up our political rights any more than we do to surrender our industrial rights. We don't propose to let anybody lead us up an alley simply because he believes it is a good place for us to be. We belong on Political Main street and we propose to stay there.

The Reconstruction program of the American Federation of Labor, just published, which appears elsewhere in this number, is directly in line with the contention of the railroad employees, declaring that public employees "must not be limited in the exercise of their rights as citizens."

Although it is recognized that the abstaining of government workers from the full exercise of their rights as citizens might lead in some cases to the more gentle and ladylike conduct of political contests, there are many who still maintain that the gain in social amenities would be more than offset in the loss to virile democracy. It is safe to say that the end is not yet, and that much water will run under the bridges before the organized workers of the country, in whose ranks federal employees are to be found in ever-increasing numbers, will consent to forego free exercise of the political rights enjoyed by other citizens.

The Wiseacre

When you have chosen the proper way
And the proper thing to do,
There's sure to be some fool to say,
"I wouldn't if I were you."

—*New York Racket.*

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GUIDE TO OFFICIAL PUBLICATIONS

Bulletin No. 2, 1918 Series, of the Bureau of Education, Department of the Interior, compiled by W. I. Swanton of the United States Reclamation Service. For sale by Superintendent of Documents, Washington, D. C. Price, 20 cents.

A complete description of the executive departments and the numerous independent establishments and war bureaus in the midst of their war-time activities is included in this interesting publication, which is the only bulletin so far issued by any government department describing in a comprehensive way all of the various government activities and the organization of the same with respect to the central Executive—the President.

Washington is the home of the biggest printing office and bookstore in the world. In addition to printing billions of cards and business forms for the Government there are printed each year about a hundred million publications for Congress and the executive departments. In order to meet a demand for a reasonably concise description of the scope of these numerous publications this bulletin has been compiled.

The book is divided into 11 parts, 1 for each of the 10 executive departments and 1 for the independent establishments, including the war boards and bureaus.

The part devoted to each bureau or office in general gives the information in the following order: Titles of principal administrative officials, general information and duties, general publications, methods of distribution, annual and other periodical publications, indices, mailing lists, and maps.

The appendix includes a list of the depositary libraries in each city of the United States where government publications may be found, a table of the number of employees in the various departments, and a list of government libraries in the District of Columbia.

Every person who desires to know of the organization of the Government at Washington will want a copy of this book and it should be in the library of every person who desires to keep in touch with what is being done in the capital of the nation.

It is hoped, now that a book of this kind has been issued, that it will be revised at intervals and new editions issued to keep it abreast with the growth and development of the National Government and its increasing activities.—*Reclamation Record.*

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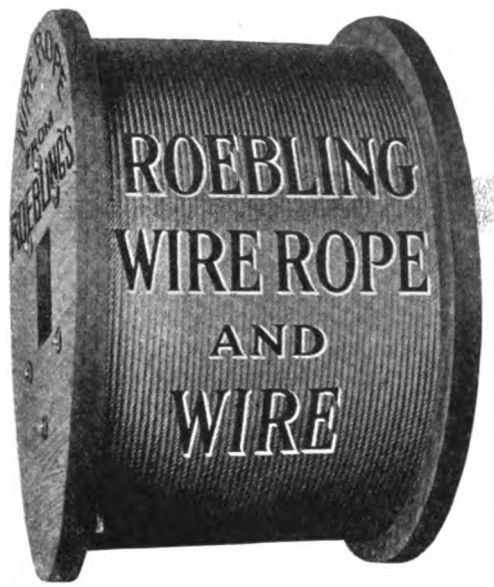

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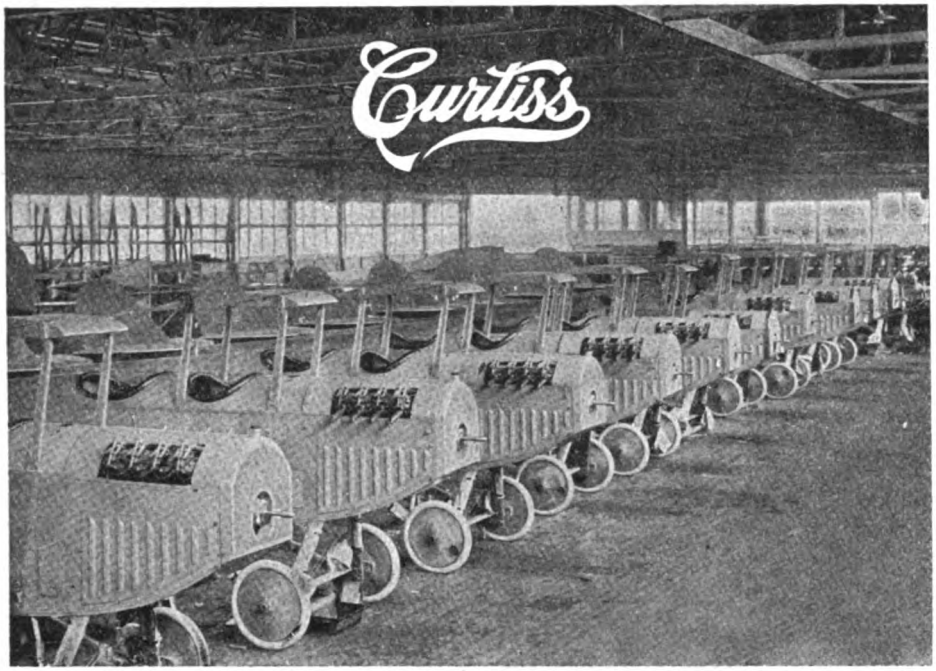

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House Discusses Salaries

(*Continued from page 98*)

Mr. Chairman, I ask the Clerk to read the letter carried in the editorial which I send to the desk.

The Clerk read as follows:

I am the wife of a Federal employee who receives the large sum of $720 per annum, and also the mother of seven dependent children.

I would like to rear my children to be honest and respectable citizens, but how in the name of God can I do it with such starvation wages? As a rule, the poor man has a large family, and it is the poor man that contributes the majority of soldiers and sailors to his country. Uncle Sam expects his soldiers to be strong and brave, but I would like to ask some of those Congressmen how they expect the future soldiers and sailors to be strong and brave when in their infancy they are underfed and deprived of the necessities of life.

Mr. BLACK. Mr. Chairman, I expect to support the recommendation of the committee, as it is already written in this bill to grant salary increases of $120 to all of those government employees who receive $2,500 or less, except certain enumerated exceptions which have been provided for in other bills, such as postal employees. At the present session I voted against the proposition to increase the salaries of the federal judges. I did not do so because of any lack of respect for the federal judiciary, nor because of any undervaluing of their work, but I voted against the proposed increases because I believed the salary which they now receive is a good one and is ample to support themselves and their families in comfort. And I want to pause right here long enough to speak about a matter of criticism which I have recently observed in the press and elsewhere with reference to the salary of $12,000 paid to our Cabinet officers. Most of the printed discussion which I have seen in the papers was in advocacy of increasing the amount.

I do not agree to that proposition. I think that one of the things most needed in the United States today among our rich and well-to-do is to get back to the old-fashioned simplicity of living which used to be the rule to a much greater extent than it is today.

It is one of the laws of economics that in a period of war inflation prices of commodities rise much more rapidly than do wages and salaries, and when that period of war inflation has passed the reverse is true and the prices of commodities fall more rapidly than wages and salaries. Of course, there are some exceptions, but

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this is undoubtedly the rule. Now, every sensible man knows that we have been passing through a period of unprecedented war inflation. The prices of commodities have risen rapidly and many of them to very high figures. But it is also undoubtedly true that the period of war inflation has reached its crest, and that there will be a fall in the prices of commodities, and this fall will increase the purchasing power of the dollar and thereby increase the value of the wage. This will within itself amount to an increase in wages in so far as its effect is concerned. Therefore, in view of the facts, present and prospective, and in view of the need for at least a reasonable amount of economy in government expenditures, I will support the recommendation of the committee to increase these salaries $120 per annum rather than the amendment now proposed to make the increase $360 per annum.

Mr. NOLAN. Mr. Chairman, my colleague from Idaho [Mr. Smith], if he were here, would be in favor of this amendment. Unfortunately he has been sick for the last two days, and he asked me to have incorporated in the *Record* a letter received from the president of the United States Civil Service Commission and some statistics which he received from the Housing and Health Division of the War Department regarding the appointments and separations from the civil service from the month of March, 1918, to the month of December, inclusive, showing a total of 75,588 appointments and 40,718 separations. Out of the 75,588 employees who came here, 40,718 were dissatisfied and returned to their homes, or approximately that number, figuring those who had been here prior to March of last year, who had separated themselves also. I desire to have that incorporated in the *Record* along with the letter to Mr. Smith, who would have supported this amendment.

The letter and statement referred to are as follows:

UNITED STATES CIVIL SERVICE COMMISSION,
Washington, D. C., January 15, 1919.
Hon. ADDISON T. SMITH,
House of Representatives.

MY DEAR MR. SMITH: I inclose herewith a statement showing by months the number of appointments to and separations from the government service in Washington from March to December, 1918, inclusive. This information was prepared by the Housing and Health Division of the War Department from reports of the several departments and independent establishments. The information was not prepared for the earlier months of the year.

There has been much discussion of the inadequacy of salaries paid by the Government, but dissatisfaction with pay received is only one of a number of reasons for resignation from the government service.

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Statement of appointments to and separations from the government service, by months, from March to December, 1918, inclusive, prepared by the Housing and Health Division of the War Department.

Month.	Appointments.	Separations.	Increase.	Decrease.
March.....	6,567	2,450	4,117	.....
April.....	7,529	3,046	4,483	.....
May.....	6,272	3,251	3,021	.....
June.....	8,233	3,908	4,325	.....
July.....	8,736	3,099	5,637	.....
August.....	8,075	3,736	4,339	.....
September...	10,943	5,291	5,652	.....
October.....	10,432	6,189	4,243	.....
November...	5,525	4,755	770	.....
December...	3,276	4,993	.....	1,717
	75,588	40,718	.....	.....

Mr. NOLAN. Now, Mr. Chairman, I want to call the attention of the Congress to the way we have been treating the employees under our care, compared with the way that the employees of the Government under the care and jurisdiction of the various boards created by Congress, who have jurisdiction over wages and salaries, are treated. The Railroad Wage Board, the Wage Adjustment Board, and the War Labor Board have been active in taking up the question of wages of the employees of the Government of the United States, and those employed by contractors on contracts with the Government of the United States, and in many instances the War Labor Board has adjudicated disputes between the employer and the employee in private industry. Now, take the case of the Railroad Wage Board. The Railroad Wage Board gave exhaustive study to the condition of the railroad wages of this country and gave an increase to every man in the employ of the railroads of this country receiving $3,000 a year and less, giving the largest increase to the poorest-paid employee. The Wage Adjustment Board, the Emergency Fleet Corporation, adjusted wages, and in this instance and in the case of the War Labor Board they based their findings upon the increased cost of living. Now look at the difference between the boards, the institutions created by Congress to deal with employees, and Congress itself. You give a flat increase of $10 per month to both the lowest-paid employee and those receiving salaries up to and including $2,500 per annum.

This committee has given no consideration whatever to the actual increase in cost of living of government employees, whereas the increases allowed by the Wage Adjustment Board, the Railroad Wage Board, and the War Labor Board have been based on increased prices. This is the only fair way to treat this wage and salary question, and if we were as just as our wage boards and commissioners we would be paying a great deal more money to the government workers than the amendment of the gentleman from Colorado provides for.

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Mr. SISSON. Mr. Chairman, I wish the members of the committee would stop and consider one minute what this amendment means. This bill carries in round figures about $90,000,000. This amendment will add in the neighborhood of $40,000,000 to this bill, making the legislative, executive, and judicial appropriation bill about $136,000,000 instead of $90,000,000. Now, the next session you gentlemen are going to have control of the House. This is a most radical increase in salaries. The purpose of the committee a year ago in putting the $120 increase into the bill was for the purpose of taking care of the physical increase in the cost of food.

Mr. MOORE of Pennsylvania. I want to know if the gentleman referred to the $120 amendment or the $360 amendment.

Mr. SISSON. The $360 amendment.

Mr. MOORE of Pennsylvania. And that carried $40,000,000 increase?

Mr. SISSON. Yes; more than the present bill. Now, there is objection made to the fact that everybody gets the $120 increase, but the percentage of the increase on the lower-paid salaries is very much greater than on the higher-paid salaries. Now, it is a most difficult matter to adjust salaries. If you were to undertake to adjust salaries in all the departments of the Government you have got a man's job for at least a year; and the great difficulty in adjusting salaries is, first, to determine the character of the work done by the employee, and even then you ought to know something about the efficiency of the employee. We have no proper efficiency system in this Government. Now, this $120 is a gratuity.

I am going to call your attention to one fact: This bill will carry $360 increase for the teachers of the District of Columbia, and yet the basic salary of the teachers' pay in the bill that just passed the House is higher—the basic salary of the teachers in the graded school—than in any other city in the United States. And when you add to it the longevity pay, they are the best paid school-teachers in the United States, irrespective of whether you complain about low-paid or high-paid teachers. I have now in my office reports on 20 or 30 cities and from the State Superintendents in which they give the basic salary. The city of Philadelphia, in the high-school grades, pays a little better salary than the District of Columbia. In the city of Chicago, in the higher grades they pay a little better salary than in the District of Columbia; but in what is the graded-school districts the higher salary, irrespective of the regular longevity increase, is paid in the District of Columbia. And if you take

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the employees in the District of Columbia and compare them with like employees of all the city governments in the United States, the average pay and the base pay are higher for like work than in any city in the United States. You may take the clerk hire here and the clerk hire in the city of New York, and in the city of Philadelphia, and in the city of Chicago, and for like work we are paying a higher wage in the District of Columbia now than they pay there; and this committee, in view of the fact that there was a congested condition of population here, in view of the fact that there was a condition here which did not prevail in other cities, notwithstanding the fact that they were getting a higher average pay than other cities, added $120, which would cost some $17,000,000 for the employees of this Government. Gentlemen, you had best think before you thoughtlessly adopt the $360. I hope you will vote it down.

Mr. GALLAGHER. Mr. Chairman, before it is decided that what the gentleman says is a fact I think it would be well to look up a few of the statistics regarding not only the pay of teachers but the pay of government employees everywhere——

Mr. SISSON. I have.

Mr. GALLAGHER. Of government employees particularly. Now, we were very charitably disposed in the early part of this week, and we voted $100,000,000 to take care of the poor in the Old World, and I was in favor of it. Now, I am one of those who believe that charity should begin at home just the same, and if it is anywhere necessary to do charity I think it is among the poorly paid government employees of the United States, regardless of what they get or what you propose to give them.

My colleague from Illinois [Mr. Mason] referred to a condition in Chicago. How can a man in a big city, who has a family and gets only $60 a month, live upon that amount and support his family? And I would like to know by what kind of reasoning they can be said to be getting good pay. Now, I have a copy of the petition that the gentleman from Illinois [Mr. Mason] called your attention to, and I wish to say that they are having the most difficult time to retain people in the government service in order to do the work that is necessary in the Federal Building at Chicago. It is one of the greatest government buildings in the country—not the kind of a building that it ought to be; it is a makeshift. The conditions in that building under which these people work are simply deplorable. Now, I

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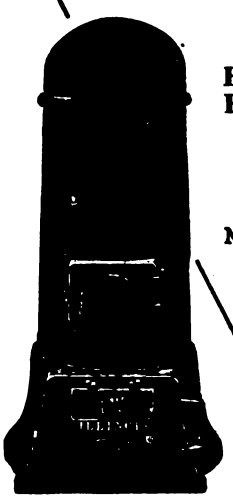

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am in favor of being half decent, at least, with the employees of the Government. We passed a bill here the other day for $27,000,000 for the improvement of rivers and harbors—rivers where there is no commerce at all. I did not hear any very great amount of opposition to that bill. That is a waste of money. But whenever there is a proposition here to raise the pay of an employee, I have noticed ever since I have been a Member of Congress, when we want to raise wages, there are always people anxious for the time to oppose any such proposition. I hope the amendment will pass.

Mr. MANN. Mr. Chairman, governments, as a rule, rarely pay high salaries, and ought not to do so. The pay is certain. There is no danger of bankruptcy. But while the government ought not to pay high salaries, a government which can exist at all ought to be able to do justice to its employees, to the men who work for it. We have been lavish in expenditures of money in many directions, frequently when I was in opposition to the proposition. Can we now afford not to increase the salary, but to refuse to do justice, to the employees of the Government? Everywhere throughout the land in private employment men and women have received an advance in pay much more in proportion than is proposed by the pending amendment—a demand that came and a demand that was conceded because of the great increase in the cost of actual living. It would not perhaps be the best time now to fix permanent salaries of government employees, because we all hope that the cost of living will be reduced, though I do not apprehend that it will go back to where it was before the war in years to come, if it ever does. We can afford, inasmuch as we are a great Government, to pay living wages to the men and women who work for the Government. We can not afford to pay starving wages to them. It is not right to ask it. It is not right to expect it. It is no answer to say that these men can leave the employ of the Government. The question is, Can the Government itself afford to be just in its dealings with those who work for it? I think the Government can afford to be just, as I think private employers are forced and compelled by circumstances to be just. These people will not lay up great supplies of money even with the increase that is proposed here. But they ought to receive pay enough to give them decent living, allow them to have children, and provide some education for their children. I think we can afford to be economical in many directions, but not by starvation wages to those who work

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for and really maintain the work of the Government itself. [Applause.]

Mr. WOOD of Indiana. Mr. Chairman and gentlemen, the gentleman from Texas [Mr. Black] said the thing to do was to go back to the simple life. I dare say, the government employees that are receiving $60 or $75 a month would like to see the gentleman from Texas or some one else with mighty power, wave his magic wand and bring them back to the simple life. Take the things that the poor man has to buy—the man who is working for the Government at $60 or $75 a month to keep his soul and body together and to keep the soul and body of his family together. He has to pay 85 cents a dozen for eggs. All character of vegetables have increased in price from 200 to 400 per cent. Take the case of a family such as that spoken of by the gentleman from Tennessee, consisting of a wife with seven little children, where the wife cannot get enough for one day's wage of her husband to enable her to give to each of her children a bit of meat.

That is the condition that is confronting us now, a condition not brought about by these men and women working for these wages, which would seem ample in ordinary times when we were back in the simple life. Yet we see this spectacle today in the case of people working on salary, clerks and people under government employ, who are the poorest paid people in all the United States. The average section hand on a railroad today is getting $90 a month. A car knocker, whose business it is to sound the wheels when the train rolls into the station to see whether the wheels are safe or not, gets $150 a month. The average jack-leg carpenter gets $8 a day. Your government clerks get only $60 a month—the same as they got before we entered into this war, and before the present high prices of commodities obtained. Something must be done in common justice, in common humanity, to relieve this situation. [Applause.]

Mr. SNYDER. Mr. Chairman, in my judgment there is justification for this increase from $120 to $360 which has been asked for. I have in mind an increase that has taken place in a manufactory which manufactured during the war period a semi-essential. The average wage rate in that factory, including men, women, and children, during April, 1917, was $17.71 per week, some getting more and some less, or $930.92 per annum, whereas in December last, December 28 of last year, 1918, the average weekly rate for every man, woman, and child was $27.61, or $1,425.72, or an average increase per annum of $494.80.

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This proposed increase here, in my judgment, is not more than any employee of the Government should have had to compensate for the difference between the high cost of living at this time and the cost of living previous to the war.

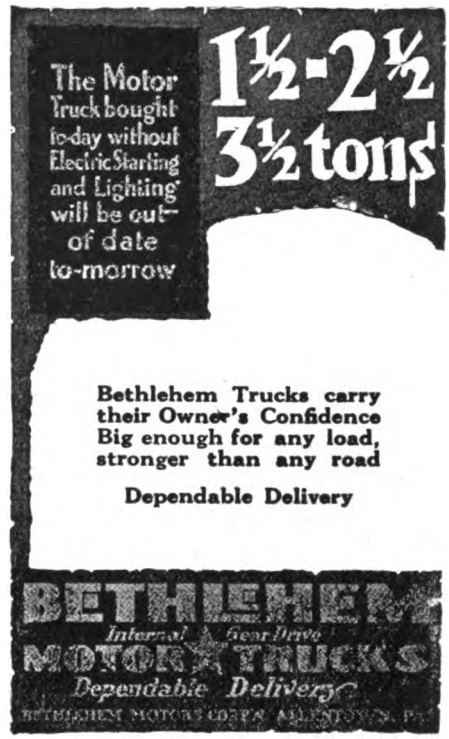
Of course, I am in hope, as every one else is, that during the period that we are now legislating for the necessities will decrease in cost to some extent, and while I shall support the $360 proposition, yet, in view of the great possibility, in my judgment, of a decrease in the cost of living during the period that we are legislating for, I would prefer to vote for an amendment that would provide for an increase of $240 instead of $360.

Mr. STAFFORD. Mr. Chairman, there is no question but that there are some inequalities in the pay of some of our government employees, but a survey had a year ago as to the comparative salaries of those in civil employment with those in public employment, so far as the clerical force was concerned, showed that, notwithstanding the shortage of labor and the mounting prices in civil employment, which were at the peak, yet the government salaries were greater than those paid in private employment. Yet on top of that the committee came in here and recommended an appropriation of $120. Now it is sought, because of this organized effort on the part of federal employees throughout the country, to raise that to $360.

The commissioner of internal revenue has at his disposal in this bill $21,000,000 for the collection of internal revenue. In the last year, under the authority vested in him, he has revised the pay of all those officials, ranging from $1,400 up to $2,500 and above. You plan to give the stenographers in the District here, who are receiving $1,200 or $1,400, more than is being paid in private employment, where they are obliged to work with greater intensity and where they are not allowed thirty days' leave, an increase of salary of $360, amounting to a total drain on the Treasury of $28,000,000.

Oh, it is easy enough to come and ask for this great increase, but if you vote it you will never withdraw from it, because it will be there always to haunt you.

Now, we are providing for a commission here to equalize salaries. For years in the Committee on Appropriations I have been seeking to raise the salaries of the lower-paid officials, those receiving $720 and $840, but my efforts have been unavailing. This year the effort failed by a tie vote. I want to see *those salaries raised, but I protest against the unfair method that is being adopted by the organized*



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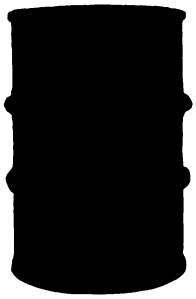

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employees of the country in trying to raid the Treasury now by asking for a higher allowance, when it is admitted that the cost of living will go down. No one who has studied this question can deny but that the Government is a better employer than private employers. No one can deny that in these clerical positions we pay more than private employers.

Oh, true, we pay the charwomen $240 or $320 for two hours' work a day. They have other employment. True, we voted to the postal employees $200 increase. Those employees are persons employed out in the field, who are, in most cases, married; but the great majority of the employees provided for in this bill are single persons, receiving on an average $1,200 a year, and now you propose in one fell swoop to *raid the Treasury to the extent of $28,000,000 just because they have become organized. If we are going into government ownership of railroads and other public utilities, let us here and now establish the record that we will not be stampeded by raids on the Treasury by organizations of federal employees merely writing to us and asking increased salaries* when they are being paid more than private employees, and who are only too glad to retain their government positions because they are easier and better paid than those in private employment. They do not resign from the government service [*note report on page 106 of 40,718 separations from government service, March to December, 1918.*—EDITORS] and there is no better proof of the fact that their salaries are better than those in private employment, when there were plenty of opportunities for employment under private employment, than the fact that they did not resign.

Mr. MASON. I want to say to the gentleman that he is mistaken and that these government employees do resign, and that I hold in my hand here a pile of letters written by men working for $60 a month who left those places to get $5 and $6 a day. They do resign; and their resignations impair not only the credit and good standing of your Government but they impair the service; they impair the sanitation; they impair the care of the public buildings of this country.

Mr. STAFFORD. Is there an official who states that they impair the government efficiency? Can the gentleman cite one instance where any government official makes that charge?

Mr. MASON. I can if you will give me the time; I cannot in a minute and a half. But I say that in the city of Chicago the federal building there is not being properly cared for. I do not intend to burden the *Record* with all these letters of resignation, but I

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ask leave to make a synopsis of them. It is not true that for the same service the Government is paying as much as private employers in the city of Chicago. Elevator men there in private employment are getting from 50 to 75 and 100 per cent more than they are getting from the Government of the United States and they do resign, and in a way that throws discredit upon the Government of the United States. I understood that the charwomen worked more than two hours a day for $27 a month; but in the great City of Chicago they have got to pay their carfare, they have got to go at a particular time to do that work, and it is a fact that we are impairing the service and discrediting the good name of the Government of the United States.

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—

"I have a wife, three children, and a mother to support. I have to work after office hours, because $60 per month is not enough to keep my family in health. When I think of what we passed through last winter, I could wish that God would take my children out of their suffering rather than stand by helpless."

—

"The salary which I am receiving as charwoman does not bear my expenses, and therefore I am compelled to do other work to support myself and three children."

—

"I am employed at a salary of $660 per annum. I am compelled to seek work on the outside in order to make both ends meet. Amusements are out of the question. Should I become ill I do not know what would become of my family, because it is absolutely impossible for me to lay aside one cent for any contingency."

—

"I am employed at a salary of $60.60 per month and have to do outside work in order to meet my expenses, and they are getting worse. And my wife has to work in order that she may help clothe herself and our child."

—

"I am a single man endeavoring to take care of my parents, who are becoming feeble with age, and I am unable to live off my present salary of $60 per month. I am, therefore, forced to seek evening employment, which prevents me from taking rest after the completion of one job."

—

"I only get $60.50 a month and have five in the family. My wife has to do laundry work to help when she is able, and after putting in a day's work at the postoffice I have to hunt other work in order to get by."

—

"My small salary of $840 per annum is not sufficient to support my family. In order to make both ends meet I have been compelled to work from 4.30 a. m. to 8.30 p. m. I am compelled to live in the country at a disadvantage in order to cultivate a few

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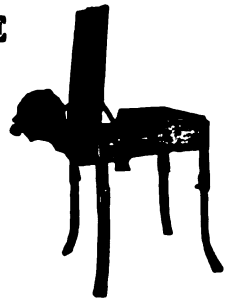

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acres of land and raise some chickens. This all means hardship, and even using these means it is a struggle to live. I never know what a day's pleasure or holiday is, for it is work all the time to meet the necessities of life."

—

"During the last three years I have rented a small farm and begin the day at 4.30 and work until about 7 a. m. and then leave my home, for the city, and on returning home in the evening I begin again and work until about 9 o'clock and sometimes 10 o'clock at night, and take all of my 14 days' holiday to work on the farm."

—

"Employed as messenger at $840 per annum. I have a wife and five little children, and find the compensation inadequate for the support of my family, even with the utmost economy, and am obliged to seek work at night. Our compensation has not been increased for many years."

—

"My salary as charwoman is $25 a month. I have to seek employment outside in order to take care of myself and blind daughter."

—

(Another employee in the same service writes that his salary being insufficient to support himself and his wife and children, he is obliged to gather rags after office hours when he should be resting.)

—

I am employed in the United States public stores, and have not only been forced to do outside work at night in order to live but I have been compelled to take my 15-year-old boy out of school in an effort to keep up, and then I am unable to do so on my present salary of $70 per month, with a bonus of $10 for this year only. I have a wife and three children under 16 years of age, and in keeping with American citizenship it is necessary that I keep my children looking decent and respectable, have a comfortable home, keep them comfortably clad during the winter, and give them an education, if for no other purposes than becoming good American citizens, that they may not of necessity become a burden on us or our country. Could you do this with the above salary? Furthermore, I was compelled to utilize the 14 days given me this year as annual leave to work in a packing house at $4 per day. Is it possible that an individual who works for the United States Government has to go outside to take extra work because of the inadequate salary paid by the Government, and also keep his children out of school (which in itself is a disgrace to the Government) in order to earn the necessaries of life?

Gentlemen, can you tell me how the standard of American citizenship can be attained at the present cost of commodities on a wage of $70 per month? And how I am to call in a doctor in case of necessity at $3 or $5 a visit?

Mr. LANGLEY. Mr. Chairman, I am glad to have the privilege of casting my vote for such a just and righteous measure as this is. I know from my own experience as a former employee of the executive branch of the Government what conditions in the departments have been and what they are today. I would vote even for a larger increase than is proposed in the cases of persons who are in the lower salary grades. There is where the privation really exists.

Mr. SHERLEY. Mr. Chairman and gentlemen of the House, I think it is well not to be swept off our feet

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touching certain conditions that may need pronounced remedying, to which the gentleman from Illinois [Mr. Mason] has referred, and in order to deal with such a situation we ought not to deal with a great many others that do not present anything like the equities that may exist in regard to the cases he speaks of. Now, if you want to increase the compensation of the employees of public buildings over the country, the place to do that is in the sundry civil bill, when you get to the item that makes provision for the care and maintenance of those buildings; but a desire to deal with that situation is no reason why you should now vote to increase the pay of a great many clerical people who are getting more money than is being paid for the same sort of work out in civil life; and it is not wise for us here to be swept off our feet at the expense of the Treasury to the extent of something like $30,000,000 or more by these special pleas. [Applause.]

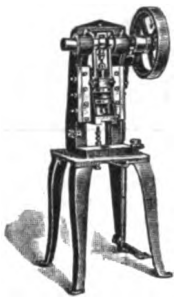
Mr. KEATING. Mr. Chairman, I am sure the members of the House will not be swept off their feet either by the arguments for or against this amendment. They will not be swept off their feet by the charge that these government positions are so desirable that no one ever resigns a government job, when the gentleman from California [Mr. Nolan] has just quoted figures to show that here in the city of Washington there were 75,000 appointments and 40,000 resignations in the period of a year.

Mr. NOLAN. In less than a year.

Mr. KEATING. In less than a year. That shows how desirable these government jobs are considered. And yet gentlemen tell you that there is a great scramble for these places.

Now, my friends, this bonus is asked to compensate government employees for a condition that we know exists, to wit, an increase in the cost of living. It is not necessary to submit statistics. Every man within the sound of my voice knows that since the beginning of the European war there has been an increase in the cost of the necessaries of life of at least 100 per cent, and that the government clerk who was getting $1,200 a year at the beginning of the European war is now, so far as purchasing power is concerned, receiving only $600 a year. Within the last year there has been an increase of 81 per cent in the cost of living, and prices are still going up.

It is also true that the Government of the United States, dealing with other employees, with those who are on the railroads of this country and in the shipyards of the country, through the War Labor Board, has granted awards on account of the increase in the cost of living that make



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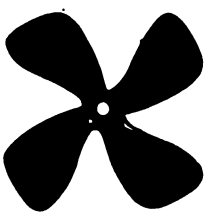

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this proposal seem small indeed. All we are asking you to do is to treat the clerical employees of this Government with the same generosity and the same justice that has been accorded to other employees of the Government.

I hope, Mr. Chairman, that the amendment will be adopted, because it only does substantial justice to the employees of this Government, and it will add immeasurably to the efficiency of our service.

Mr. GOOD. Mr. Chairman, I am sure we do not want to do injustice to the men and women who are engaged in the government service. Neither do we want to do injustice to the Treasury of the United States. Let us stop a minute and see what it is contemplated to do. We have passed an appropriation bill for the Post Office Department, and in that have given an increase of $200 to the men who work outside of the city of Washington, but for the 90,000 government employees in Washington you propose to give an increase of $360 a year. The statute fixes the pay of common laborers at $660 a year. We give them seven legal holidays with pay. We give them sixty days' vacation every year with pay. In addition to Sundays and these vacations, you propose now to fix the standard here for common laborers, the commonest laborer, at $1,020 a year. I say that any man who votes for that and then hires a man in his own employment and pays less than that is a different kind of individual than I think sits on the floor of the House. You propose to pay charwomen by this measure $440 a year for three hours' work, at a maximum, per day; and any member of the House who will vote for this proposition and then employ in his own home one of these same charwomen and pay her less than that is unworthy to sit here on the floor of the House. Let us be fair. Let us treat the Treasury with the same consideration that we treat our own pocketbooks. The standard we fix today must be the standard that the business men of the country must adopt. When the committee was considering this matter a girl from one of the congressional districts represented by one of the members of the subcommittee, who came here at $1,200 a year, paid out of a lump-sum appropriation in the War Department, and whose salary was increased to $1,400 a year, was notified that her services were no longer necessary. She came and asked this member to get her a job in Washington, and said she would take $1,000 a year, for that was more than she was getting at home; and yet this amendment would give her and thousands similarly situated $1,750 per year. Let us think of the Treasury. The Agricultural Department says that

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next year the guaranteed price on wheat will cost the Treasury $1,000,000,000, which means, if they are to be relied upon, that the price of all food must come down during the period for which we are making this appropriation. Let us make this appropriation in fairness to the employee, but for God's sake let us think something of the Treasury of the United States at the same time, and let us remember that you and your constituents will be called upon to supply with funds, to buy bonds, to make good the amount that you are voting out today. Let us be fair to all of them. I wish we could go into this matter; I wish we might take the time to consider it, so that we could see that the committee has been fair, absolutely fair, to these employees of the Government; and in order to be sure that we were fair we provided for a commission that would go into this whole question and then in a broad way, without taking dictation from any source, determine what was a fair wage for all of these employees in the various departments, and upon that report base legislation that would be absolutely fair to all our people, both the Government and those who work for it.

Mr. GORDON. When does the increase provided for in this bill go into effect?

Mr. GOOD. It is for the fiscal year beginning July 1 next.

Mr. BYRNS of Tennessee. Mr. Chairman, I hope we will look at the proposition presented to the committee in a fair way, with regard not only to the employees of the Federal Government, but also the taxpayers who have to foot the bills. I have noticed that in the remarks of these gentlemen who have appeared in support of this amendment not a single reference has been made to the taxpayer whom they represent on the floor of this House. Here is a proposition that contemplates adding $50,000,000 to the expenses of the Government by way of a bonus to the federal employees at a time when the people of this country are being taxed billions of dollars to pay the expenses of the war in which we have been engaged, and the interest upon the bonds which have been issued during that war. We are asked to add $50,000,000 to this bill as a bonus at a time when the revenue bill is now pending in conference, which proposes to tax the people $6,000,000,000 for the next fiscal year in order to meet the expenses of your Government. and in addition to that we are confronted with the necessity of issuing four or five billion dollars in bonds to make up the deficiency. It is time to call a halt; it is time to take into consideration those back home, who will be required to pay the appropria-

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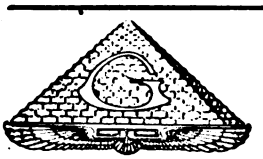
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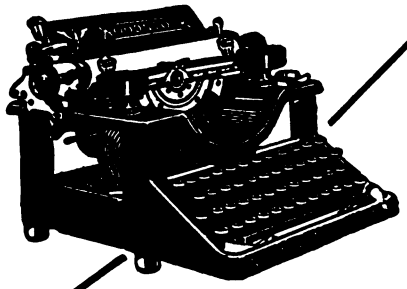

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tion you are proposing to make. The question is going to be asked of you when you get back home whether or not you gave them due consideration in these matters.

What are the facts? A year ago this proposition was before the House. It was given a thorough consideration. There was thorough argument upon the proposition, and the House by vote during war times fixed the bonus at $120 a year. That, I repeat, was during war times, at a time when the expense of living was certainly higher than it can possibly be during the next fiscal year. You are now asked to fix the bonus at $360 a year, or three times the former amount, in peace times, during the fiscal year 1920, during which no man on the floor of this House will say the cost of living will be greater than it has been during the present year.

What are you going to tell the people you represent back home when you are confronted with the proposition that you voted to increase that bonus during peace times? How can you explain such a position when you declined to make any such increase during war times? How, under such circumstances, can you justify your action in increasing the government expenditures $50,000,000? Now, gentlemen have referred to the fact, and they have commented upon the small amount paid to certain employees of the Federal Government. I am in favor of this Government giving a fair compensation and a living wage to everyone whom it employs. I want the United States Government to be a model employer, and I believe the facts will show that in many respects it is a model employer.

Gentlemen have spoken of the $60 and $70 employee. I want to say to you that this amendment offered by the gentleman from Colorado does not take care of him. It takes care of the man who gets $1,200 and more, for he is the only employee under this amendment who will draw the whole $360. The man who gets $2,500 will get $2,860 if this amendment be adopted; the man who gets $1,800 will get $2,160; but the little man, the man whom you and I would like to see helped, does not get the $360 under this amendment offered by the gentleman from Colorado.

Mr. MASON. I ask for information. It does include charwomen who get $27 a month now?

Mr. BYRNS of Tennessee. They do not get the whole amount of $360 under this amendment that is before the committee.

Mr. MADDEN. Will the gentleman yield? Does not this bill provide that no person under this clause shall get

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more than 30 per cent in addition to their present salary?

Mr. BYRNS of Tennessee. That is the provision to which I alluded.

Mr. MADDEN. So that a charwoman who gets $240 now will only get 30 per cent of that $240, or $72 additional?

Mr. BYRNS of Tennessee. Or $6 a month, just what she is getting today and will continue to get during the next fiscal year.

Mr. MASON. Then it does include charwomen?

Mr. MANN. Under the form of the bill would it not be necessary to make first an amendment to the amendment offered by the gentleman from Colorado before amending the other provision?

Mr. BYRNS of Tennessee. I do not know what is in the mind of the gentleman from Colorado; I only know what he has offered here to this committee, and I know that he could have included charwomen and the man getting $60 or $70 a month in the same amendment if he had desired to do so; but what I am calling attention now to is the fact that if we adopt this amendment you are voting to give the man who gets $2,000 and $2,500 $360 extra and you are not taking care of the smaller paid employee to whom the gentleman from Tennessee and others have alluded.

I want to say, Mr. Chairman, that you committee gave this matter very serious consideration. We had hearings upon it, we considered it from every angle, and we felt for the reasons which have been stated here upon this floor, and the fact that during the next fiscal year the cost of living cannot possibly be more than it has been during war times, that we would not be justified in reporting to this House a flat provision greater than that which has been carried in war times and which would increase the expenditure of the people $50,000,000. Now, your committee realize that there are many inequalities in the salaries paid by the Federal Government. Your committee realize that some of these salaries may be too small, but I want to ask whether you are going to give this proposed increase and raise those who are getting the larger salaries on the plea that you are trying to help the little fellow. What your committee propose, and what I hope will be adopted by this House, is a joint commission which will take into consideration this whole proposition and after giving it full consideration report to the House as to what salaries should be allowed these employees, not only to those getting these larger sums, but particularly to those who are getting the smaller amounts.

Mr. AUSTIN. Does not the gentleman think in all fairness that a mem-

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ber of this House who voted to increase his own secretary's salary $1,200 should vote for this amendment?

Mr. BYRNS of Tennessee. I can only say to the gentleman that I did not vote to increase my secretary——

Mr. AUSTIN. The gentleman did not answer my question.

Mr. BYRNS of Tennessee. And more than that, I want to say that those gentlemen who voted to increase the compensation for clerk hire did not do so, as I understand them, with a view of increasing the secretary they have now, but they did so with a view of providing for an additional stenographer. And they say that $1,200 a year is sufficient for a stenographer, and if $1,200 is sufficient to pay for a busy stenographer, who works all hours of the day here at the Capitol, then I want to ask the gentleman why they think stenographers in the departments, who get, as the gentleman from Iowa said, seven days' holiday, sixty days' leave on full pay, and Sundays, are entitled to more. [Applause.]

Mr. O'SHAUNESSY. Mr. Chairman, I desire to offer an amendment to the amendment, if it is now in order, by substituting the figures "$240" for "$360."

[The Committee of the Whole then defeated (ayes 33, noes 91) the O'Shaunessy amendment, thus refusing to substitute $240 for $360, the latter being the amount fixed by the Keating amendment. The question recurring on the Keating amendment, substituting $360 for $120, the amount named in the bill, it was voted down (ayes 67, noes 93). By a vote of 94 to 79 the Committee of the Whole agreed to an amendment offered by Representative Nolan, substituting $240 for $120. Chairman Sherley of the Appropriations Committee then offered an amendment, explained below.—EDITORS.]

Mr. SHERLEY. Mr. Chairman, with the permission of the committee, I wish to say that the effect of this amendment is simply to make consistent the paragraph so as not to penalize the poorer-paid employees. The committee has just voted to give to the employees a bonus of $240, speaking by and large. As the act was presented by the committee, it would have prohibited any bonus that was in excess of 30 per cent, so that, although the total amount for the higher-paid employees had been doubled, the effect for the lower-paid employees would be to leave them in just the same situation as they were in. I believe the House, if it wants to increase the pay, wants particularly to increase the pay of the poorer and lower-paid people. Therefore I offer this amendment.

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Mr. MANN. I am glad the committee has waked up.

Mr. NOLAN. Would it not have suited better if you had inserted on line 24 the words "who is receiving in excess of $1,000?"

Mr. SHERLEY. No; because there are some instances in which you would not want to make the total increase $240, due to the fact that the employees do not devote their entire time to the work. If this is agreed to, in order not to break the curve, where the figures "$2,620" occur, I wish to offer an amendment to make it appear "$2,740."

The amendment was agreed to.

Mr. BLACK. Mr. Chairman, I have an amendment which I send to the Clerk's desk.

The Clerk read as follows:

Amendment offered by Mr. Black: Page 148, line 21, after the word "railroads," insert the following language: "telegraph, telephone, marine cable, or radio system or systems," and on line 23 of the same page after the word "railroads," insert the following language "telegraph, telephone, marine cable, or radio system or systems," so that the provision as amended will read:

"The provisions of this section shall not apply to the employees of the railroads, telegraph, telephone, marine cable, or radio system or systems taken over by the United States, and nothing contained herein shall be deemed a recognition of the employees of such railroads, telegraphs, telephone, marine cable or radio system or systems as employees of the United States."

After being modified to include express companies, the amendment was agreed to.

The Clerk then proceeded with the reading of the bill, as follows:

SEC. 8. That a joint commission is created to be known as the "joint commision on reclassification of salaries," which shall consist of five Senators, who will be Members of the Sixty-sixth Congress, to be appointed by the President of the Senate, and five Representatives who will be Members of the Sixty-sixth Congress, to be appointed by the Speaker. Vacancies occurring in the membership of the commission shall be filled in the same manner as the original appointments.

Mr. BYRNS of Tennessee. Mr. Chairman, a similar provision to this was adopted on the Post Office Appropriation bill with reference to postal employees. It went through without a point of order being made against it. I hope the gentleman [Mr. WALSH] will not make the point of order now, because it has been stated here on the floor of the House, and it is true, that there are a number of employees here in the District of Columbia who are getting very small salaries, while there are other employees who are getting salaries that are larger than is being paid for similar clerical services in other departments. In short, there is the greatest inequity, the greatest want of uniformity, running through all of the

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departments with reference to salaries. I think the next Congress can, after a report is made by a commission consisting of five Senators and five Representatives, pass through here some legislation which will correct these inequalities and do justice to these employees. Members have said on the floor that government employees are not receiving now the amount of money that is being paid in private employment. That I do not admit; but if it is true, then it can be corrected upon a proper report. I trust the gentleman will not make the point of order, but will permit it to go through, just as he did with reference to the Post Office Appropriation bill. I regard this as very important. Let us get the facts and then do the right thing both by the Government and its employees.

Mr. WALSH. Mr. Chairman, I agree with the gentleman that the next Congress, I think, will be able to correct inequities much better than the present Congress, but it will not need a joint commission to furnish information in order that it may do so. The gentleman refers to the Post Office Appropriation bill. No one could make a point of order on that bill. One afternoon here when there were very few people present, before any of us knew what was in the Post Office Appropriation bill, unanimous consent was granted that everything in the bill should be considered in order notwithstanding the rules of the House. We have just corrected inequities in salaries, at least that was the argument made by those advocating the $240 increase, and we are not going to further correct those inequities by having a joint commission comprised of five members of the House and five members of the other body to report during the next Congress. For all we know, before they get a chance to organize we may be back here at work on the regular work of the Sixty-sixth Congress. I submit to the gentleman that to expend $50,000 in addition to the great amount of money that will have to be appropriated to carry this $240 increase will not be worth the candle. I make the point of order.

Section 8, as above, providing for a "joint commission on reclassification of salaries," was then ruled out by the Chairman, who sustained the point of order.

On the Committee of the Whole reporting the bill to the House, a yea and nay vote was ordered on the Nolan amendment, substituting a $240 salary increase for $120, which was agreed to—yeas, 202, nays, 79, "present" 3, not voting 146, as follows:

Yeas — 202. — Anderson, Anthony, Aswell, Austin, Baer, Bankhead, Birch, Bland (Ind.), Browne, Burroughs, Campbell (Kans.), Campbell (Pa.),

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Nays—79.—Alexander, Almon, Barkley, Barnhart, Beakes, Bell, Black, Bland (Va.), Blanton, Buchanan, Burnett, Byrnes (S. C.), Byrns (Tenn.), Cannon, Collier, Connally (Tex.), Crisp, Dale, Decker, Dickinson, Dixon, Dominick, Doughton, Eagle, Esch, Flood, Foster, Gard, Garrett (Tenn.), Garrett (Tex.), Gillett, Good, Gordon, Greene (Vt.), Hensley, Houston, Hull (Tenn.), Jones, Kincheloe, Kitchin, Kraus, Larsen, Lee (Ga.), Lever, Mansfield, Montague, Moon, Oliver (Ala.), Padgett, Quin, Ragsdale, Rainey, H. T.; Robinson, Romjue, Sanders (N. Y.), Saunders (Va.), Shallenberger, Sherley, Sherwood, Sisson, Slayden, Small, Snook, Stafford, Steagall, Stephens (Miss.), Stevenson, Sumners, Thompson, Venable, Vinson, Watson (Va.), Welling, Welty, Wilson (La.), Wilson (Tex.), Wise, Wright, Young (Tex.).

Answered "Present"—3.—Emerson, Heaton, Treadway.

[NOTE.—The names of members not recorded above are on the "Not Voting" list. —EDITORS.]

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Price Scale Fixed by Organized Employees

New York City photo-engravers' union lays down minimum price scale to be charged for work, so that the business can pay adequate wages. Employers accept the situation.

IT USED to be thought that employees, like children, "should be seen and not heard," but that this idea is passing, along with other medieval conceptions, is indicated by the recent action of the Photo-Engravers' Union in New York City in making their particular line of industry safe for democracy. Competition may be the life of trade in theory, but its practice had resulted in a cut-throat system of under-bidding which had reduced wages to a point below that of unskilled labor in the steel mills.

Accordingly, a committee was appointed last May which, five months later, after careful consultation with employers, presented a new minimum price scale intended to insure fair dealing all around. In October E. J. Volz, president of the union, issued a letter enclosing the "minimum selling base for photo-engravings as adopted by the members of this union for their protection, the disregard of which will result in our requesting the withdrawal of our members from your employ." And the employers "kameraded."

Three factors contributed to make this possible—first, all but about 75 of New York's 1,400 or more photo-engravers are union members; second, the trade conditions are simple, the product distinctive work for individual customers who come into personal contact with the workers; and, third, a reciprocal agreement binding the employers against non-union labor, and pledging the union to work for none but the employers' association—the Photo Engravers' Board of Trade.

Of course, the new scale will drive some orders to other cities, but the engravers say they prefer to do less and better work, and may be trusted, no doubt, not to commit industrial suicide by prohibitive prices.

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Comptroller's Decisions

Mileage—Naval Officer Proceeding to Place Where Vessel May Be Located

Where an officer of the Navy who was ordered to proceed to the port in which a certain vessel might be and report to the commanding officer thereof neglected to ascertain from official sources the exact location of said vessel but traveled to various places in pursuance of verbal orders or advice, such travel without definite knowledge was not contemplated in his orders and the officer is not entitled to mileage except by way of the shortest usually traveled route to the location indicated.—*Decision by Acting Comptroller Foree, November 6, 1918.*

Insurance on Law Books Loaned to Officer of Government

Where certain law books were loaned by the publishers to an officer of the Food Administration upon his personal request and responsibility for use as a working library for that establishment, a premium of insurance on said books is not a proper charge against the Government either as part of the consideration under the agreement, since the Government was not a party thereto, or on a quantum meruit basis for the use of the books.—*Decision by Acting Comptroller Foree, November 6, 1918.*

Mileage of Army Officers

An officer of the Army retired for disability and ordered to his home is not entitled to mileage under said order unless the travel contemplated thereby is actually performed.

An officer of the Army sent under escort to St. Elizabeth's Hospital for observation and treatment is not traveling under orders within the meaning of the mileage law and therefore is not entitled to the allowance for such travel.—*Decision by Acting Comptroller Foree, November 6, 1918.*

Bonds—Pay Clerks, Naval Reserve Force

The promotion of a pay clerk, Naval Reserve Force, to the position of assistant paymaster therein, being an original entry into the Pay Corps proper, under section 1560, Revised Statutes, such an officer may not receive pay and allowances of the higher grade prior to the date of approval of his new bond.

The official bond of a pay clerk, Naval Reserve Force, given and approved while holding that appointment, does not remain in effect upon promotion to assistant paymaster, or apply to such new appointment and commission.—*Acting Comptroller Foree to Lieut. F. D. Foley, United States Navy, November 7, 1918.*

Pay of Reserve Officer Relieved From Active Duty

An officer of the Reserve Corps of the Army who is relieved from active duty and placed on an inactive-duty status by competent authority is not entitled to active-duty pay for the period elapsing between that date and the date of honorable discharge.—*Decision by Acting Comptroller Foree, November 9, 1918.*

Retired Naval Officers on Active Duty

The temporary appointment of an officer of the Navy, if made according to seniority, is a promotion "in due course" within the meaning of the act of August 29, 1916, and, accordingly, such temporary appointment may be used to determine the promotion to which a retired officer next above that officer in lineal rank would have attained had he remained on the active list.—*Decision by Acting Comptroller Foree, November 12, 1918.*

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Stoppages of Pay of Enlisted Men, Army

Savings deposits of enlisted men of the Army and interest thereon are exempt under the act of June 12, 1906, from liability for debts due to individuals, to meet a sentence of court-martial imposing forfeiture of pay or allowances, and for the soldier's private debts, but are not exempt from liability for debts due the United States. Allotments of all classes and war-risk insurance premiums should be deducted from the soldier's pay, clothing money, and deposits on final statements in cases where such allotments, etc., are clearly shown to be debts due the Government.—*Acting Comptroller Foree to the Secretary of War, November 12, 1918.*

Expenses Incurred at Post of Duty

Where an employee of the Navy Department was in fact transferred to a new station under orders which purported to place him in a travel status while en route and for 10 days after arrival thereat, and at a later date further orders were issued purporting to give to the employee a temporary status for the period of service at the new station, the original orders having been acted upon with full understanding that they effected a transfer to a new post of duty, the orders subsequently issued which in no way affected the employee's course of procedure may not be given a retroactive effect so as to authorize reimbursement of expenses incurred at a regular post of duty.—*Decision by Acting Comptroller Foree, November 16, 1918.*

Retainer Pay, Marine Corps Reserve

In computing retainer pay of enrolled members in enlisted ratings of the Marine Corps Reserve under the provisions of the act of July 1, 1918, all service should be counted as if served continuously in the Marine Corps and divided by four into periods of four years corresponding to periods of enrollment in the Naval Reserve Force. (25 Comp. Dec., 247, overruled.)—*Comptroller Warwick to the Secretary of the Navy, November 20, 1918.*

Printing for Field Service

The printing of tags to be used in the investigations of the Bureau of Biological Survey, Department of Agriculture, is printing for the use of a field service of an executive department and, accordingly, is not within the restriction of section 87 of the act of January 12, 1895. Such tags when blank may be purchased through the General Supply Committee and authority be obtained for their printing elsewhere than at the Government Printing Office.—*Comptroller Warwick to the Secretary of Agriculture, November 18, 1918.*

Allowances for Assistant Postmasters and Clerical Services

The proviso in the act of July 2, 1918, authorizing the employment at third-class post offices of assistant postmasters at a maximum salary is an authorization given to the Postmaster General and is distinct from the provision in said act for an allowance to postmasters at such offices for clerical services.—*Comptroller Warwick to the Postmaster General, November 20, 1918.*

Flying Pay of Officer on Duty Where Flying is Not Required

Flights made by an officer of the Army detailed to duty involving actual flying in aircraft which are made after receiving orders to duty where flying is not required do not entitle said officer to the additional pay provided for such service.—*Comptroller Warwick to Capt. Jerome Clark, Quartermaster Corps, United States Army, November 22, 1918.*

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THE FEDERAL EMPLOYEE

OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES

MARCH, 1919

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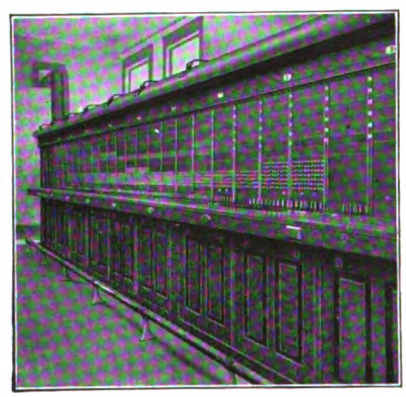

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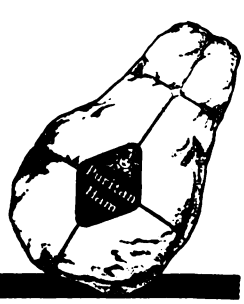

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A Magazine for Government Workers

VOLUME IV MARCH, 1919 No. 3

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OFFICIAL ORGAN OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

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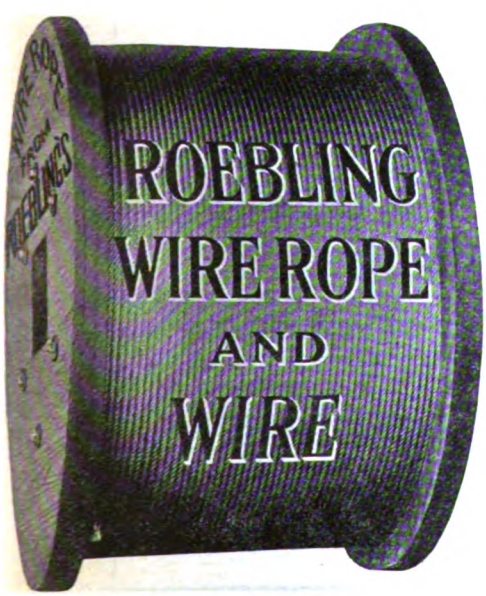

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HOW CAN I HELP?

Members of our organization often say to the editors: "I am greatly interested in the magazine. What can I do to help?"

This is an admirable spirit, a spirit which, if translated into action, will go further than anything else toward making THE FEDERAL EMPLOYEE what we all wish it to be—OUR MAGAZINE, the magazine of each and every member of the N.F.F.E.

Members CAN DO MUCH toward this end. Among other things they can—

Let the editors know often what features of the magazine they like or do not like, giving reasons for their preferences, and, if possible, constructive suggestions in the way of betterment.

Contribute articles, letters, poems, and magazine and newspaper clippings on topics of general interest to our readers. Especially desirable are items regarding the personnel, doings, needs, and plans of our locals; suggestions as to improved methods of transacting government business, and means by which employees can increase their own efficiency; and letters discussing briefly and pointedly the various questions in which federal employees in general, as such, are most vitally interested.

Do not forget pictures. THE FEDERAL EMPLOYEE can use to advantage a large number of pictures, particularly those illustrating government buildings of note and government activities. You may happen to run across, for instance, the picture of a famous building that has figured in the history of the civil service; a group of employees engaged in carrying on some special kind of work, etc.

When in doubt as to the availability of any material, why not send it to the editors or make inquiry of them regarding it?

In this connection you should read our current prize offer on page 144, and on the same page the notice of the time for closing our forms.

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THE FEDERAL EMPLOYEE

Vol. IV MARCH, 1919 No. 3

"On the Hill"

A kaleidoscopic situation in which the combinations change almost hourly is the order of the day. By the time this is read the grist will have run through the mill. Whatever the results, government employees will have the satisfaction of knowing that everything possible was done for the promotion of their just and proper interests.

AS THE fateful fourth of March, the date on which the present Congress will expire by constitutional limitation, steadily draws nearer the condition of things "on the Hill," speaking in a legislative sense, goes from bad to worse. There is a constantly increasing pressure from day to day in both Houses for the consideration of a large number of important measures, many of them of great moment to the entire nation, yet it is certain that many of these, not to mention hundreds of other measures scarcely less deserving, are doomed to failure for lack of attention.

To attempt a statement of any length at this time (February 19) regarding the outlook for the principal matters before Congress in which federal employees are particularly interested would be useless, as the situation with respect to any or all of these may change overnight. Suffice it to say that the officers of our National Federation charged with the duty of guarding the interests of our membership are following the policy of "watchful waiting" (with emphasis on *watchful*), not omitting every opportunity to cause the desired thing to "turn up" even unwillingly. By the time this issue of THE FEDERAL EMPLOYEE shall have reached its readers they will know what the future now holds in store for them and their fellows in the way of legislation on salaries (including the minimum wage), retirement, standardization and reclassification and many other matters of vital concern to those who serve Uncle Sam in civilian capacities. Regretting that circumstances do not permit a more satisfactory treatment of the subject, THE FEDERAL EMPLOYEE can only express the hope that it will find our readers in at least a fairly well satisfied state of mind when it shall find its way to them.

$240 Increase Assured

The Senate on February 20 agreed to the $240 emergency salary increase for 1920 voted by the House, with $120 for the employees of the War Risk Insurance Bureau. An amendment raising the amount to $360 *was ruled out on a point of order.*

The Senate adopted an amendment providing for a commission on reclassification of salaries, to be composed of three Senators and three Members from among those whose service is to expire March 4, 1919, *the investigations of such commission to be confined to federal employees on duty in the District of Columbia and employees of the government of said District.*

The need for reclassification and standardization of duties and salaries in the government service outside of Washington is believed to be as urgent as it is at the seat of the National Government. It is certainly very urgent, as testimony before congressional committees abundantly shows. Just why, therefore, Congress should "make fish of one and flesh of the other" is not apparent. It is almost common knowledge that the entire government service is rife with amazing discrepancies and inconsistencies with regard to salaries, hours of labor, duties, and other conditions.

The Federation will make earnest protest too against the limitation of membership upon the commission to members of the present Congress. It is feared that, in practice, this will confine the choice to members who fail of reelection, with the result that, as the class from which selection must be made is by the action of the Senate sharply limited as to number, there would be but little room, relatively speaking, for the exercise of selection.

Readers of THE FEDERAL EMPLOYEE will recall that the plan urged by the Federation was a commission on which the public, the Government, and the federal employees should have equal representation, and that in the membership of such a commission women should have representation.

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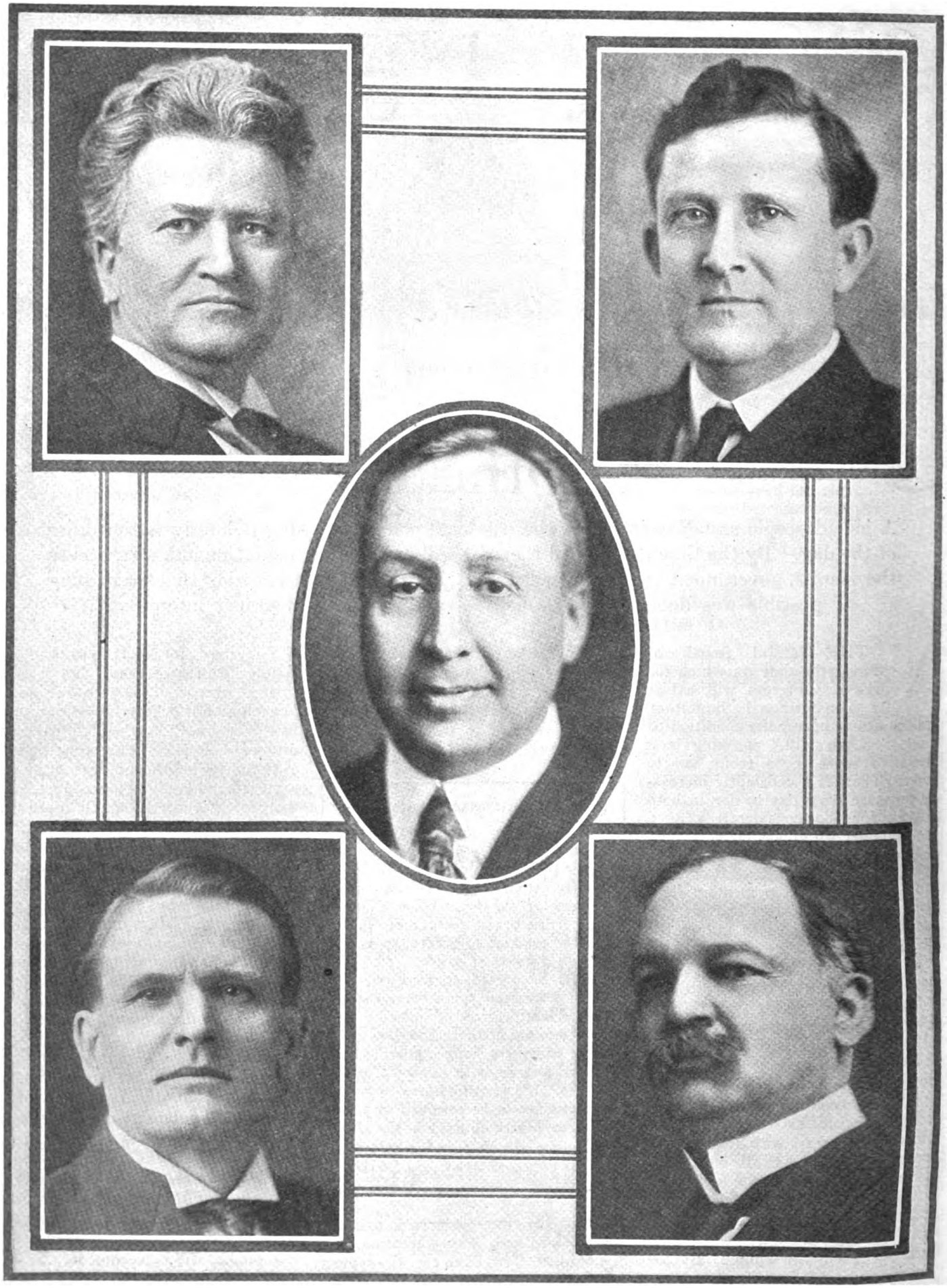

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SENATE CHAMPIONS IN THE SALARY FIGHT

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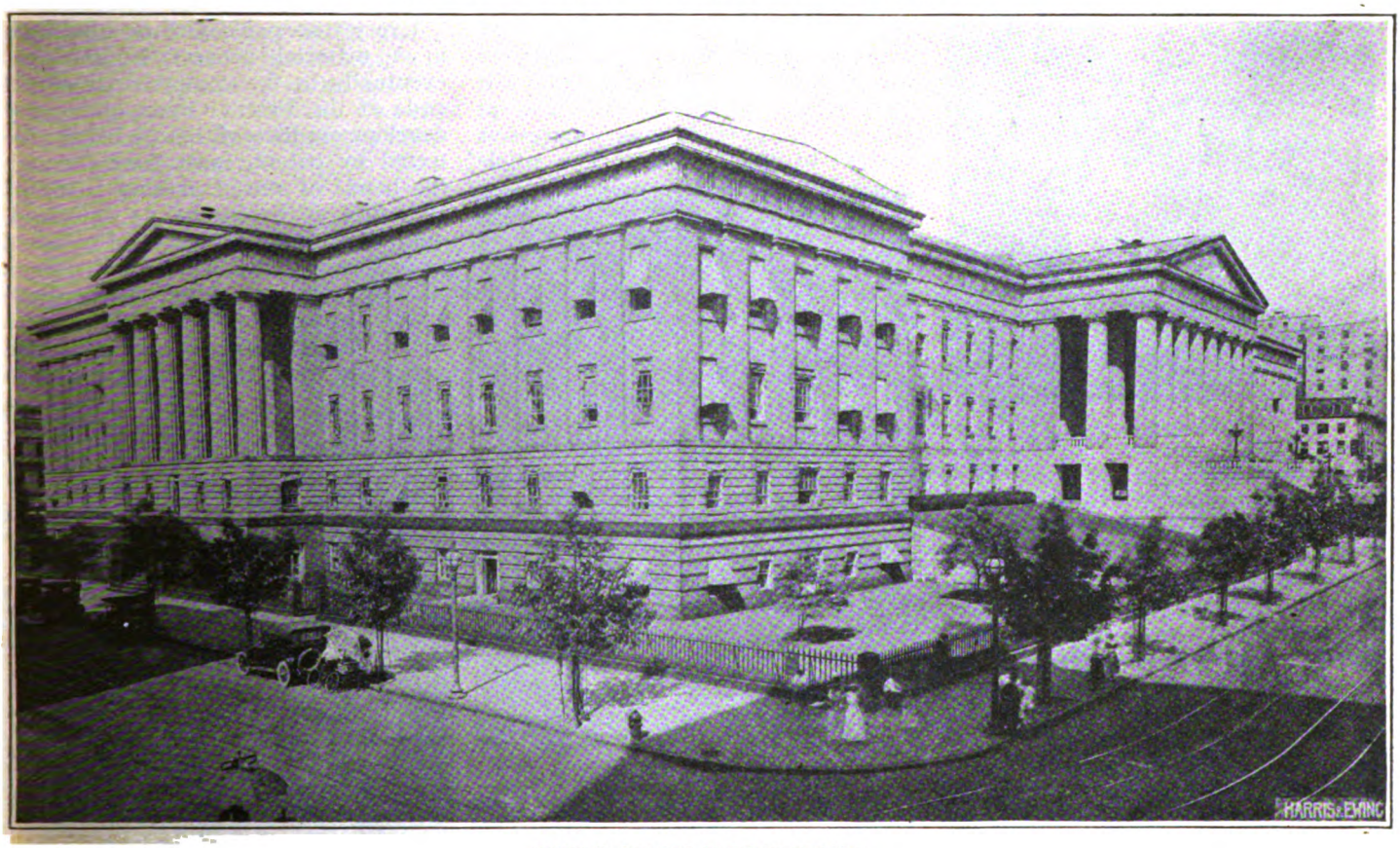
The Story of the Patent Office

The word "Patented" on the multitude of articles around us conceals three hundred years of history. In this article Brother Wyman traces the growth of the Patent System, showing clearly the important part played by our Patent Office, despite handicaps past and present, in organizing the system and adapting it to American requirements, with the result that today our country stands preeminent in this field of achievement. The influence of invention, wisely fostered, on our national development is emphasized.

By WM. I. WYMAN

Member of the Examining Corps, United States Patent Office, and of the Washington (D. C.) Federal Employees Union



UNITED STATES PATENT OFFICE

THE PATENT system, by which a limited monopoly was granted to an inventor as a reward for his services to the community, originated in England. The famous "Statute of Monopolies," enacted in 1623, abolished all exclusive economic privileges but established the right of an inventor to receive as a reward from the state a grant commensurate with the services rendered. Thus the very act which first recognized the reprehensible character of private monopoly was the means for establishing, for the first time in history, the right of patent protection.

EARLY DAYS OF THE PATENT SYSTEM IN AMERICA

The first patent granted on this continent was to Samuel Winslow, by the General Court of Massachusetts in 1641, for a novel method of making salt. Connecticut also was early active in encouraging invention and required, as the basis of a patent grant, that the invention "shall be judged profitable to the country." The spirit of the "Statute of Monopolies" was thus promptly carried over to this side of the water and was followed more faithfully in some of the colonies than in the mother country, where it originated.

The basis of the patent system in the United States is a provision in the Constitution giving Congress the power to secure to inventors for limited times an exclusive right to their respective discoveries. Madison was mainly instrumental in introducing this provision into the Constitution. The first legislative enactment was the law of 1790, which was placed on the statute book after Washington had addressed Congress in its favor. Under it, the Secretary of State, the Secretary of War, and the Attorney-General constituted a board for the examination of applications and grant of patents. The first Secretary of State was Thomas Jefferson, and as he was, through his office, the keeper of the records, he became in fact the first administrator of the patent system in this country. He was exceedingly interested in this duty and was the most active member of the board, examining personally every application filed during his term.

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ESTABLISHMENT OF PRESENT PATENT SYSTEM BY CONGRESS

In 1793 the Patent Act was changed so as to permit anyone to obtain a patent, whether or not he was the original inventor and whether or not his con-

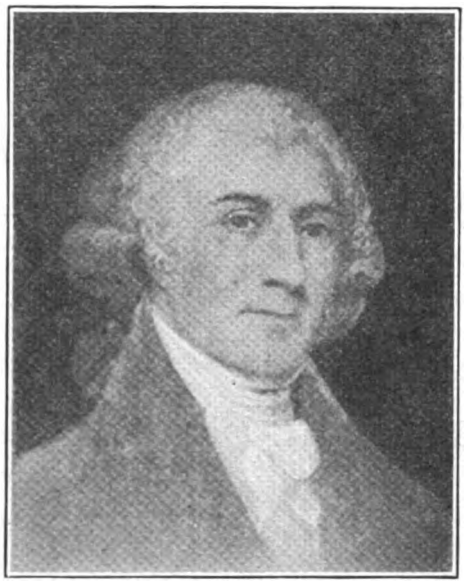
JOHN RUGGLES

tribution was useful or novel. In 1836 the present system was established by an act passed through the efforts of Senator Ruggles of Maine. This law instituted the so-called American method of granting patents only after a thorough examination into the utility, operativeness, and novelty of the inventions, and provided the machinery and the procedure for carrying out the purpose of the act. It created a revolution in the methods of granting patents comparable in effect with the institution of the patent system itself. It is under the system so inaugurated that the Patent Office is now operating, and so superior is this method over any other that every civilized and progressive country in the world, with but one exception, has adopted it.

BUILDINGS OCCUPIED BY PATENT OFFICE, PAST AND PRESENT

In 1810 Congress authorized "the purchase of a building for the accommodation of the general post office and of the office of the keeper of patents." The building purchased had been known as Blodgett's Hotel, situated on E Street between Seventh and Eighth Streets northwest, and in 1811 the business of the Patent Office was moved from a house on Eighth Street, just below F Street, to the second floor of the new building, where it remained under the superintendence of Dr. Wm. Thornton until his death, which took place in 1828. Dr. Thornton was the first superintendent of the Patent Office, the position having been created for him by President Madison. In 1836 these quarters were destroyed by fire and Congress then authorized the erection of the present building. The original, or F Street wing, was finished in 1840, the east wing in 1852, the west wing in 1856, and the north wing in 1867. The total cost of the building has been about $3,000,000. In 1877 a disastrous fire broke out on the third floor of the G and Ninth Street wings, destroying many records and models.

The Patent Office building is 403 feet long by 274 feet wide; it surrounds a court approximately 264 by 106 feet. The portico in the center of the F street front, copied from the architecture of the Parthenon at Athens, is a noble and impressive feature of the building. The whole



DR. WM. THORNTON
First Superintendent of Patents.

structure, viewed from any angle, presents an artistic and dignified appearance, and is an ornament to the city and a worthy monument to the designer and its projectors.

GROWTH, ORGANIZATION, AND METHODS OF GRANTING PATENTS

Since 1836 more than a million and a quarter patents have been issued. The Patent Office began its existence with a commissioner, one examiner, a clerk and two other clerks having the necessary qualifications of draftsmen. The office force now includes a commissioner, two assistant commissioners, five law examiners, a board of appeals of five members, forty-eight examiners having the rank of principals, about 360 assistant examiners, and a clerical force numbering approximately 525.

There are forty-five examining divisions, each in charge of a principal, who has under him six to eight assistant examiners. Each division passes on distinct subjects of invention, representing the entire range of human endeavor in tangible effort. Whether the invention pertains to a hairpin or a cantilever bridge, a perfume or a deadly gas, a process for mounting jewels or for extracting and refining metals, a new toy or a new engine of destruction; whether it is mechanical, chemical, or electrical, as simple as a pin or as complex as a newspaper printing press; there will be found in the Patent Office experts possessed of the requisite knowledge to understand the invention, its operation, and the field occupied by similar attempts.

Every material device or operation in a material process is disclosed eventually in the comprehensive records of the Patent Office, and every development thereof, before being protected by patent, must pass through the hands of the examining force of the office, to be critically scrutinized, subjected to amendment, and rejected or accepted. Virtually all the members of the examining force are college graduates, most of whom hold degrees in both law and science, such combined education and training being found to

HALL OF THE ASSIGNMENT AND RECORDING DIVISIONS
(Formerly G Street Model Hall)

make for efficiency in the discharge of their important duties.

The assistant examiner, by whom applications for patents are originally dealt with, must know the "art" relating to the invention disclosed. He

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must be at least tolerably familiar with the patents and literature in various languages covering similar inventions, must understand the principles, both scientific and technical, of the devices he is examining, and must be acquainted with related devices scattered throughout the office. He must be able, of course, to read drawings and must have so detailed a knowledge of the principles of, and decisions in, patent law as to be able to correspond intelligently and to hold his own in controversy with the alertest attorneys, many of whom represent the largest manufacturing interests in the country.

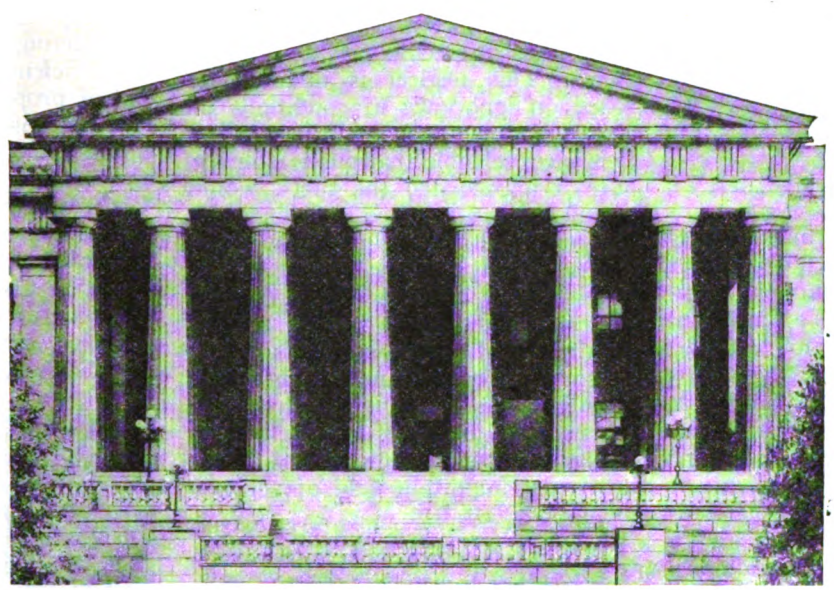
The primary examiners are the immediate superiors of the assistant examiners. Each of them is in charge of several classes of inventions, and his decision, if in favor of an application, is final. It is estimated that the adjudications of the primary examiners involve property rights reaching into hundreds of millions annually. A single invention — the Bessemer converter process —has been held by one authority to have doubled the wealth of the world.

In addition to the examining corps, the technical and legal organization of the Patent Office consists of interference examiners, a trade-mark examiner, a classification examiner, a board of examiners-in-chief, a staff of law examiners, and a commissioner and assistant commissioners. The interference examiners decide who is the earliest of several inventors having conflicting claims for the same invention; the board is an appellate tribunal, which hears and decides cases passed on adversely by a lower tribunal; while the commissioner has still further appellate jurisdiction. From the commissioner a final appeal lies to the Court of Appeals of the District of Columbia.

The work of the classification examiner and his assistants is probably the most involved in the office. As before stated, more than a million and a quarter patents have been granted in this country. Probably upward of a billion facts are disclosed in these patents, each more or less concrete and all more or less associated in different combinations, involving several more billion arrangements of a greater or less number of units. The effectiveness of the search of the examiner is wholly dependent on the character of this classification, consequently the importance of a scientific classification is evident. The office has wrestled with this problem for about twenty years, at an expense of more than half a million dollars, and hopes to secure eventually a complete and workable scheme.

BEGINNINGS OF THE MERIT SYSTEM IN THE CIVIL SERVICE

An interesting historical fact is the institution by Commissioner of Patents Fisher, in 1869, of the competitive examination system for entrance into the examining corps, thus anticipating by many years the general introduction of the merit system for government appointments. This is believed to be the first appearance of this feature in the history of our civil service. The requirements of the position of examiner were such as to make it dangerous to the rights of inventors and manufacturers to place in control of the technical and legal administration of the work untrained men selected by haphazard appointment through favoritism. Thus, force of circumstances compelled the establishment and retention in the Patent Office of the merit system long in advance of its endorsement by public sentiment and its general adoption through legislation.



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INFLUENCE OF INVENTIONS ON HISTORY OF UNITED STATES

Apart from her material resources the United States owes her commanding position in the economic sphere more to the inventive genius of her people than to any other single factor. The development of those material resources is due mostly to the processes and mechanisms which have resulted from invention. Unaided labor, that is, primal human energy, would have been of but little avail in extracting the enormous wealth from the bowels of the earth, in gathering the immense crops, in producing the stupendous output of steel and other metals in the mills and refineries, in fabricating the huge quantities of manufactured articles that come from the factory and shop, and in transporting the raw and finished materials that make up our almost unlimited tonnage of rail and shipping. Without the influence of invention we could not conceive of the modern world as developed from the old world of manual operations. Without such inventions as the steam engine, the locomotive, the steamship, the telegraph, the telephone, the automobile, the trolley car, the electric light, the dynamo, the motor, the reaper, the cotton gin, the printing press, the smelting furnace, our present civilization could not exist. To invention alone do we owe vastly increased production of the fruits of the earth and of the materials of manufacture; to invention alone must we look for such further increment of wealth that the reasonable aspirations of every civilized being may be provided for.

As the world must depend on the solution of social and economic problems for the proper and equitable distribution of the products of labor, so it must be through the agency of invention that sufficient wealth in the aggregate shall be produced to make possible a high average of comfort and well-being. Not only is invention the means by which the increased productivity necessary for the betterment of the economic state must be accomplished, but it is the medium through which the worker may express his ideas in the way of improving processes and machines. Invention is the direct means for advancing the worker's state, and many of the greatest inventors have come up from the ranks at the bench, the lathe, in the shop and the laboratory. It is the most democratic of opportunities, and its rewards (where the intent of the system is attained) are the most equitable.

Of all the countries in the world the United States has benefited most by invention. Her inventors form the most notable list in the sphere of applied science, and their contributions

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are the wonder and the envy of her competitors for industrial supremacy. To the cotton gin the South largely owes her prosperity, and the Northern textile mills a sufficient supply of raw

THOMAS EWING
Former Commissioner of Patents.

material; to the McCormick reaper the West owes in no small degree her development and the country a plentitude of food products. To the patent system as instituted in this country, which has most encouraged and protected and thus stimulated invention, do we owe this advantage primarily. In a recent address by Sir Robert A. Hadfield of Sheffield, England, one of the world's greatest inventors, a leading authority on metallurgy, and a steel manufacturer of world-wide reputation, he said:

As showing how Patents for Inventions strike a "new" nation, it may be mentioned that the Japanese Government, when considering the establishment of a patent system on the lines of that created by the American Patent Act of March 1, 1899, appointed Mr. Takanashi their special commissioner to Washington, D. C. On being asked why the people of Japan desired to have a patent system, he replied: "It is only since Commodore Perry in 1854 opened the ports of Japan to foreign commerce that the Japanese have been trying to become a great nation, and we have looked about us to see what nations are the greatest, so that we can be like them, and we said: "There is the United States not much more than 100 years old, and America not discovered by Columbus until 400 years ago.' We said, 'What is it that makes the United States such a great nation?' and we investigated and found that it was patents, and we will have patents.'" The writer in every way agrees with this wise statement by the Japanese representative, and wishes his countrymen would insist upon a British Parliament giving to the British empire a patent law as liberal and as equitable as that of the United States of America.

PATENT SYSTEM SUFFERS FROM LACK OF PROPER SUPPORT

This is the opinion of a disinterested and most discriminating critic and no more valuable and conclusive testimony could be offered. Yet the system that has done so much for America has not had the support of American public opinion. Like all effective organisms the patent system must grow or wither. Although the American patent system is the best ever devised, it has been so neglected by Congress that it is almost "run down at the heel." Its facilities and equipment are with few exceptions the poorest of those of the government bureaus in Washington; its personnel is inadequate in numbers to cope with its duties; and the methods of promotion and the compensation awarded its technical corps are so antiquated that the force is in a continuous state of flux owing to numerous resignations resulting from vastly better opportunities offered in private employment. This neglect is undoubtedly based on ignorance of conditions in, and requirements of, the Patent Office. It is inconceivable that public opinion, once it appreciated the facts, would permit an institution so identified with the progress, the industrial welfare, and the genius of this country, to grow stale through indifference. It is hardly imaginable that the country of Eli Whitney, Fulton, Howe, Morse, Bell, Edison, McCormick and Wright would repudiate the system which has been the peculiar incentive for the display of America's signal intellectual efforts in a most important field of achievement.

EFFECT OF COURT DECISIONS IN PRICE-FIXING CASES

In former days patent cases in litigation could be carried upon appeal to the Supreme Court of the United States. For some time, however, the final adjudication of these cases, with rare exceptions, has rested with the several circuit courts of appeal, resulting in divergencies in practice, unsettlement in principles, and uncertainty in the status of patent rights. The judges in these courts find patent cases intricate, and, through admitted lack of technical training, are somewhat reluctant to consider them. The Supreme Court, however, still interprets the law involving fundamental rights, as illustrated in the decision of the Boston Store of Chicago *v.* American Graphophone Co. et al. This decisive and comprehensive opinion, reversing the law laid down in the Dick mimeograph case, affirms views of the same tenor just previously announced, to the effect that a patent grant confers on its beneficiaries no greater right of price-fixing, as the term is generally understood, than is possessed by the owner of an unpatented article. The general law gave no right to fix prices for resale, and it was held that the patent grant could not be extended to abrogate a privilege reserved to the public. This decision will effect economic changes of far-reaching importance and has already caused the Federal Trade Commission to rule that "when once an article has passed from a maker to a purchaser he owns it, and the owner of such article may sell it at any price that he chooses, provided he does not himself sell it at such price as to be below cost, and thus thereby enter into unfair competition with other retailers selling the same article."

THE PATENT OFFICE SOCIETY AND THE REFORM OF THE SYSTEM

The Patent Office Society has been formed with the main end in view of directing public attention to existing deficiencies in the patent system and of proposing methods of reform. It is composed of members of the examining and legal corps of the Office, and members of the patent bar; manufacturers and inventors are eligible to associate membership. The Society has enlisted the aid of the National Research Council, which has actively interested itself in furthering the constructive aims of the organization. The Council, with the concurrence of

JAMES T. NEWTON
Commissioner of Patents.

the Commissioner of Patents and the Secretary of the Interior, has investigated these questions. The Council has gone on record in favor of constituting the Patent Office a bureau independent of the Interior Depart-

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ment, of the creation of a court of appeals in patent cases, and of a larger and more adequately compensated personnel. The independence of the bureau is deemed essential to induce the public to consider the needs of the Patent Office on its merits, while the institution of a court of appeals is regarded as necessary in order to provide uniform and intelligent consideration of the technical and legal questions that are special features of present litigation. Engineering and other scientific societies have already endorsed the report and will support by proper action the recommendations therein made.

The Patent Office Society was formed during the administration, and with the full acquiescence, of Commissioner Thomas Ewing. He signalized his occupancy of that position by many radical innovations tending toward uniformity and simplicity in the practice and more direct methods of applying justice in disputed cases. He was ably seconded by Assistant Commissioner Newton, who, since he has become the head of the Patent Office, has continued the policies thus inaugurated. Mr. Ewing has persisted in his interest in improving the Patent Office and always lends the weight of his experience and commanding influence to any effort that has that end in view.

The following is an excerpt from an address delivered recently by Mr. Ewing before the Atlantic City Conference, representing almost every organized commercial body in the country. It is authoritative and pregnant with significance and epitomizes the existing situation as accurately and comprehensively as could be covered in so few words:

The theory of the Patent Office is that patents will be granted only when they ought to be granted, and that the claims that are allowed will be only such as ought to be allowed; and in view of the fact that there are more than 400 men engaged constantly in the examination of applications, the courts give great weight to what the Patent Office concludes. They are frequently saying, "Why, there is a finding by the Patent Office; here is something which the experts at the Patent Office have held to be novel, over the other patents which are being presented to us," and the courts will therefore reject arguments for holding a patent invalid, or for limiting it. They rely upon what the Patent Office has decided and seek to give effect to its conclusions. With such an attitude, which is perfectly proper in view of the theory of the Patent Office, it is the worst sort of business to have a Patent Office that is insufficiently provided with men and facilities for making proper examinations. It becomes dangerous, because weight is given to patents which is not deserved, not that the Patent Office is not industrious, and not because its *esprit de corps* is not high, for the examiners are both industrious and of high character, but because the office is inadequately supplied with means and with men to make proper searches, and their conclusions are therefore, in many cases, erroneous.

I would like to impress upon you today that it is of the utmost importance to all of you, no matter whether you are interested in patenting inventions or are interested in going into new fields which are being developed by other people where you may have to meet hostile patents—it is to your interest and it is to the interest of every inventor as well, of course—that the office be efficiently and adequately provided with the means necessary to perform its great labor.

It would appear, therefore, that the continuous neglect of the institution which should be America's pride, and which is so clearly identified with the genius that is peculiarly American, is in fair way to be overcome, and that the stimulus so essential to further progress is to be applied and maintained.

The American Labor Party

In marked contrast with the attitude of the American Federation of Labor, as set forth in its reconstruction program (which appeared in our February issue) and in the pronouncement of President Gompers, herein, is the action of the trade unionists, or of large numbers of them at least, of New York City in lining up with their brethren of Chicago and Bridgeport under the banner of the newly formed American Labor Party. According to *The Survey*, "Socialist delegates attended in large numbers, and the outstanding feature of the convention was the cooperation of representative Socialists with non-Socialist leaders in shaping principles which all factions could accept.

"A complete severance from the dominant political parties is announced at the beginning of the organization plan. No candidate may accept the endorsement of either the Democratic or the Republican party, and the Labor party may not endorse any candidate of the others. This leaves the way open for a coalition with the Socialists, the Non-Partisan League, or any party which does not stand for the private ownership of public utilities.

"Any individual, whether a union member or not, who subscribes to the principles of the party, may enroll; membership may also be obtained through labor organizations. Individuals must enroll in their assembly districts and pay 25 cents a month dues, while a labor organization that decides to join the party by a majority vote has to pay dues of only 5 cents a month for each member. An organizing committee of five representatives from each central labor body and six additional members who were elected by the convention will head the party until the enrollment warrants the formation of a city central committee and the calling of a convention to draw up a constitution.

"The platform follows the general lines of Labor's Fourteen Points [see the December (1918) FEDERAL EMPLOYEE, page 1214] as formulated by the Chicago Federation of Labor, and some of the provisions of the Chicago platform are taken over outright. The influence of the radicals appears in some additions, notably in the demand for the application of the principle of self-determination to Ireland and the demand that our Government refrain from interfering in the internal affairs of Russia or any other country, and that the armed forces of the United States be immediately withdrawn from Russia. The provision that war shall not be declared prior to a referendum vote of all the voters of the country was a suggestion from the radicals that was unhesitatingly adopted by the convention. Other planks not appearing in the Chicago platform are the following: Unequivocal opposition to any form of compulsory military training; opposition to prohibition, as curtailing the personal liberty of the individual, and a recommendation that the power of the Supreme Court to declare acts of Congress unconstitutional be curbed."

A Scientific Salary Scheme

"In the fall of 1916," says the *Business Digest and Investment Weekly*, "Mr. Seward Prosser, President of the Bankers' Trust Company of New York, called upon five employees of that company to constitute themselves a committee to recommend an intelligent basis of distribution to employees to compensate them for the heavier drain upon their incomes because of the rising prices for the necessities of life."

The distribution that was recently declared gives to all its employees who were on its payrolls prior to July 1, 1916, a cash addition ranging from 30 to 40 per cent of their salaries. This cash distribution is proportionately less for employees who have gone on the payrolls at different periods since 1916, because of the fact that their salaries when they were engaged were accepted on the basis of living costs at that time. For the employees engaged during 1917 the percentage varies from 8 to 25 per cent, and for employees who have been engaged during the year 1918 the distribution totaled 5 per cent of their salaries. Salaries above $2,500 a year were increased in the same dollar amounts as those of $2,500. In calculating those percentages the committee recommended that those in receipt of salaries of $1,100 to $1,299 per year should receive the highest percentage of compensation, as it felt that this class carries the greatest burden.

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Age Is a Good Purchase

To "scrap" men and women past forty-five is a crime against both Economics and Humanity—this is one of the vital lessons which the Great War has brought home to us with irresistible force. How this lesson has been put into practice for nearly two years, with splendid results, is convincingly told in this article.

By VICTOR T. J. GANNON

Of the Washington (D. C.) Federal Employees Union

JUST TWENTY MONTHS ago I became interested in finding positions for the gray-haired man, who, because the passing of time had placed its imprint upon his countenance, made his step less springy, and, mayhap, dimmed his vision, found it almost impossible to secure advantageous employment. Far too many such gentlemen roamed the streets vainly approaching the employer and listening to the oft-repeated "You don't suit." The tendency of the

VICTOR T. J. GANNON

employer was to engage only youth, not reckoning the ultimate cost.

A bureau was opened in Chicago for the purpose of finding jobs for worthy, needy men past 45 years of age. Twenty-six hundred applications of unemployed men were registered the first month. The distress of mind, the anguish of heart, the tales of destitution and desperation, the vast loss of valuable time, the all-too-evident presence of a grave fault within our civic entity were appalling.

I knew I had to sell a bulging warehouse full of worth, loyalty and hard-earned experience. I began immediately to interest the employer along new channels, for I realized that I must establish a market for the elderly man. With the aid of some kindly publicity, personal talks with large employers, and circular letters to the great majority of wage-payers, the small merchant, I built up an appreciation for the man beyond the prime of life. In twenty months I have placed in good positions, at more than living wages, more than 24,000 men, who possessed that paramount ambition—a keen desire to hold the position.

More than 97 per cent of these men have made good; more than $9,000,000 in salaries has been paid to these men and thousands of employers gladly acknowledge value received. The gratitude of the recipients of our service has been ample and intense. Not one cent was ever charged either applicant or employer. The per capita placement cost for the entire effort, covering all expense, was 89 cents. The funds were contributed by corporations and public-spirited citizens. The average age of applicants placed was 57 years. The number of dependents for food, clothing, and shelter was in excess of 48,000 wives, mothers, and children.

The youngest gray-haired man I put to work looked 60, but he was only 42. The dear old dean of our placements was 97 years of age, but he possessed the spirit of alertness, ambition and self-respect rarely found among men of only half his years.

More than 30,000 applicants have passed our way and been accorded a courtesy which made for new ambition and greater determination. The daily grind gave birth to an absolutely new psychology. The "why" for such a concourse of unused mental and physical power quickly wrote a standard catechism for direction of the bureau in its procedure.

Someone has said, "Human nature is the same the world over." Such is not the truth. I have met more than 30,000 human natures widely divergent, and am meeting them every day. Some are impossible. In this classification a vastly greater number, unfortunately so, are employers. If some employers were obliged to do the things they ask the wage-earner to perform there would be less labor unrest. A kindly word is far stronger than a curt command, and there never was and never will be need of language harsh, uncouth, or inciting anger.

It has been difficult to educate the employer along the lines of his own individual limitations. The pliable mind of the employee is ready to be taught the employer side, and the step necessary today is the employer's in-

Condensed Truths

"The tendency of the employer was to engage only youth, not reckoning the ultimate cost."

"I have met more than 30,000 human natures, widely divergent; a vastly greater number of the 'impossible' ones are employers."

"If some employers were obliged to do the things they ask the wage earner to perform there would be less labor unrest."

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"It has been difficult to educate the employer along the lines of his own individual limitations."

"The use of the older man, bringing experience paid for by someone else, is God's own fresh air for that stuffy closet in which is kept the Labor Turnover Skeleton."

"The employer is urged to have a heart for his coworkers in like manner as he shows his inner self at his club or to the members of his family."

"The old men have 'come back' to stay, and they have proved that 'age is a good purchase.'"

"Age is but a memory."

"If common, horse sense were used quickly and without ponderous, slow-acting, and getting-nowhere conferences, the so-called and greatly magnified struggle between Capital and Labor would die a natural death."

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terest in the individual employee.

The use of the older man, bringing experience paid for by someone else, is God's own fresh air for that stuffy closet in which is kept the Labor Turnover Skeleton.

Generally speaking, when a man has reached 50 he should have established himself financially and socially. Some of the reasons why our registrants have reached the late forties without a competency are extravagance, the common ills of humankind, marital troubles, making for an unhappy home-life, inability to keep abreast of the times, lack of vocational guidance, and the scourge of a timid heart. Greatest of all is the last named. Parents unwittingly break a son's spirit, and he carries through life a curse he cannot cast. Teachers often chide the learning mind and the shadow grows, clouding the future. Employer "general cussedness" and error of judgment of mentality have stifled employee ambition, which, if given scope, would have enriched both.

Many an applicant has come to me riding the Ass of Ego and jangling the discordant bells of pomposity. They acclaim worth in the $10,000 class, yet when shorn of the tinsel approach we find they cannot fill out an application blank intelligently. Hundreds who neither read nor write have proved to be stout-hearted and long-headed.

Thirty-five men whom I placed at moderate salaries a few months ago come back now, frequently, to hire some of the old boys. We have striven to establish a sort of common ground for the employer who knows of us and the less fortunate who only want a chance. One applicant, placed at $20 per week, quickly rose to $6,000 per annum. Another who possessed fine qualities and knew how to use them, but who, because discouraged by repeated turndowns, was absolutely pushed into an $18 job, and is today, after nine months' endeavor to overcome his false pride, earning $7,500 per annum. Thus do we uncover the latent possibilities of the oldish man whose only fault is lack of the opportune smile when trying to acquire that of which he is worthy.

We have never offered a married man a job paying less than $15 per week, and we always endeavor to sesure the highest rate for the applicant with wife and children.

No man should live more than 40 minutes' travel from his work. It is just as important that an applicant be pleased with his work and satisfied that he can live upon the salary offered, before sending him out, as it is that the employer get a man who is carefully selected according to the job analysis furnished us.

More than 90 per cent of the men we have sent out were put to work the same day.

We endeavor to make the applicant understand that who his relatives were or what he did for a living yesterday does not interest the employer. The employer wants to be assured that the applicant can perform the set task of tomorrow. The employer is urged to have a heart for his co-workers in like measure as he shows his inner self at his club, or to the members of his family.

The war was surely a cleansing fire. It made junk of old ideas, for surely the old men have "come back" to stay back; they have proved that "age is a good purchase."

The war brought about an amazingly good understanding between the employer and employee. Hundreds of community labor boards throughout the county have been the stabilizing influence. Upon these boards the employers of labor have been sitting for months, side by side with the emissaries of employees, sleeves rolled up, earnestly, honestly and with unprecedented sincerity; they have given their best for the ultimate glory of this wonder-country.

The fully realized and amply acclaimed satisfaction given by mature women and the older men will be recognized by the retention of these individuals in their present positions. The gray-haired man and the gray-haired woman are fixtures in industry, because the employing body now realizes the worth of experience and loyalty which age will bring, and the capacity and unusually high production which have been evidenced by the woman worker. Pessimistic propaganda must be stamped out as completely and promptly as we stamped out the varied propaganda of the Hun. The more quickly we face about and follow the bright, ascending star of reconstruction, the more quickly shall we realize the fruits and rewards of cooperation for the advancement of common weal.

Age is but a memory.

Those beyond the prime of life—and the "when" of such a period is ever a mooted question—generally bring the weight of experience gained through years of trials and successes. They are loyal to a degree the intensity of which cannot be measured by money. They require less tuition than youth, and posesss a satisfying adaptability. They are not speedy, but steady, which is preferable. They stabilize, particularly when placed with the younger element.

They constitute a safety-first factor of importance.

They are permanent, not migratory.

They lessen labor turnover.

They minimize wastage.

Their sobriety is unquestioned.

They talk less, produce more and generally are worthy of respect and appreciation.

My gratifying endeavor for men past forty-five years of age influenced my appointment by the Department of Labor to nationalize the Handicap Bureau. This endeavor in behalf of the elderly has placed me, fortunately, in a position to observe, from a most intimate point of vantage, the attitude of the employer and employee.

Through the experience of close contact with more than 3,000 employers of labor and ten times as many who were working or anxious to be working, I am impelled to feel that 90 per cent of the unrest and dissension, the trials and tribulations of capital and labor are conceived in the most trivial incidents, requiring no monumental foresight to encompass. If common, horse sense were used quickly and without ponderous, slow-acting and getting-nowhere conferences, the so-called and greatly magnified struggle between capital and labor would die a natural death. Capital is not the cloven-hoofed and two-horned devil the mind of the masses imagine, and labor is a reasonable concourse. We have learned that six out of ten employers of labor are, at first blush, guilty of snap judgment—lack the faculty of human interest in the human, and are prone to consider labor physical before mental. Can capital and labor "struggle" when there really exists a common ground? Before beginning all prize-fights the contenders shake hands. Capital and labor have been in the "ring" for years, and simply lose mind of the Golden Rule and make a mess of things. Each is continually "making mountains out of mole hills," and ever will unless they shake hands and go to it by eliminating discord through frank discussion. The unrest is due to an absence of good judgment on the part of both capital and labor in the selection of those upon whom devolves the matter of human relations.

There is a cure for every disease. Labor trouble is contagious. To cure a disease of the body we seek the cause. The why of labor unrest and dissension is ignorance, affecting both employee and the employer equally. The alleviation of dissension and acquirement of social peace are dependent upon education.

The panacea is threefold; a knowledge of individual limitations, a quick application of horse sense and the possession of real, honest-to-God brotherhood.

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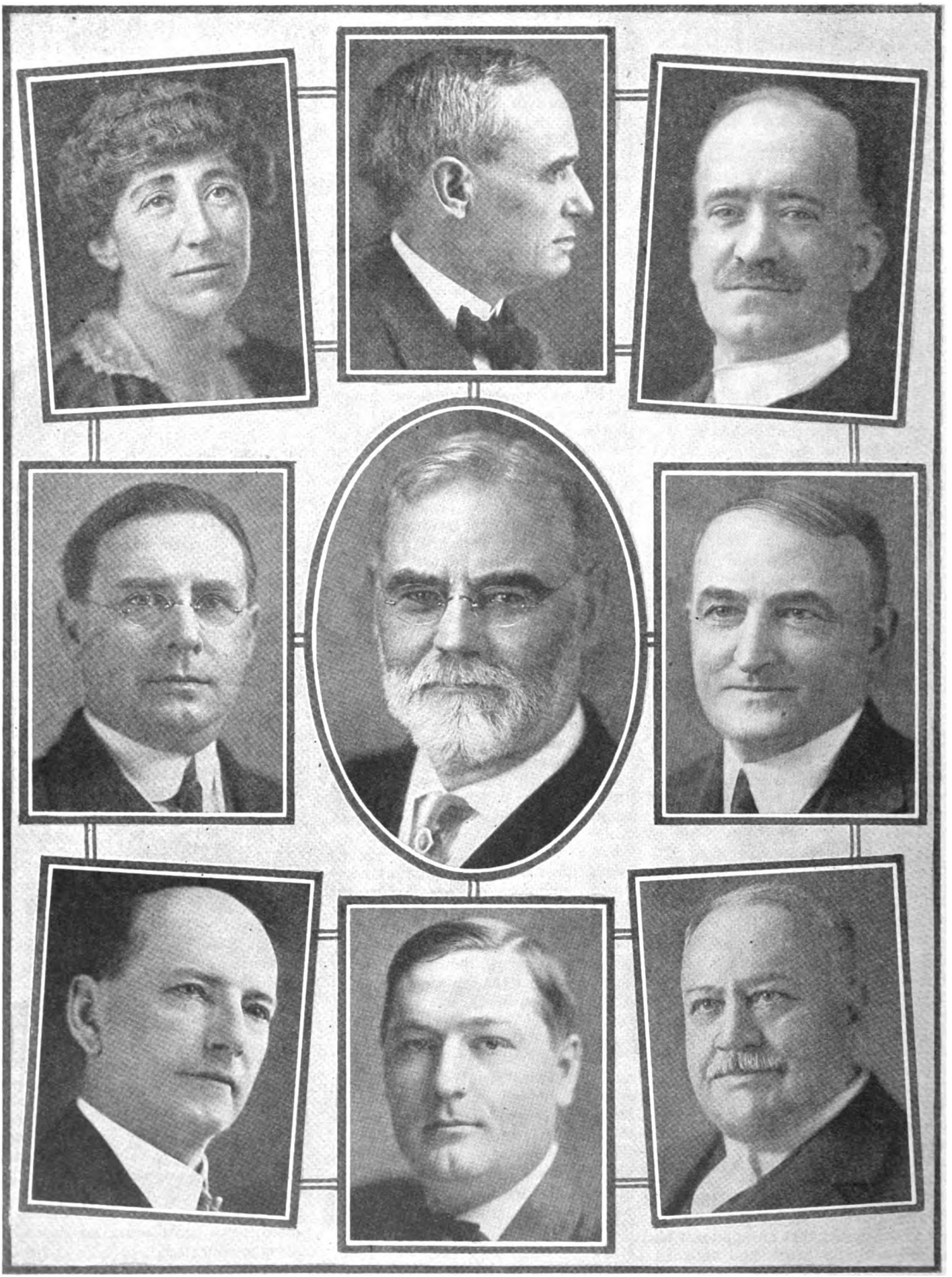

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Notes from Our Locals

Items gathered here and there which show what some of our Locals are doing and thinking about and planning. The development of the locals in various lines of activity is very marked and constantly on the increase; and they have already become a tower of strength to the cause, which demands our best united effort.

Important Notice

THE FEDERAL EMPLOYEE *greatly desires to give each month as much news of the various Locals as can be secured. To this end the Editors ask the cooperation of the entire membership. Members in general, as well as publicity agents and other officers, are urged to send in whenever possible news items and other items of interest relating to the personnel and the activities and plans of their organizations. Material should reach the Editors by the tenth of the month in order to insure publication in the issue of the month next following.*

NEW YORK LOCAL ELECTS EXECUTIVE SECRETARY; DUES INCREASED

A letter just received from Brother Thomas J. Clines, a leading spirit in the New York City Local (No. 4), is so full of enthusiasm and the go-ahead notion that we quote it at length.

"Local No. 4, New York," writes Brother Clines, "recently took an important step in constructive organization policy. Drawing its membership from every department and bureau of the government service throughout the metropolitan district, administrative work has become such that no board of officers could do themselves and their branch full justice by trying to carry on their official duties in the few hours remaining after their day's work. Heretofore the margin remaining in the treasury, 6⅝ cents per member each month, after the obligations of the national body and the subordinate locals were met, was so small as to make further expenses a luxury entirely out of reach. This was the reason our delegates at the Chicago convention looked for what was thought a more equitable distribution of the dues with the national organization. However, the sentiment at the annual gathering being unfavorable to any change in this respect, New York was compelled to consider the alternative of raising its members' dues from 35 to 50 cents a month. This course has been decided upon.

"The next question was to obtain the services of a competent person to undertake, exclusive of any other duties, the executive work of the branch. This problem has been solved by the appointment of Mr. Thomas H. J. Quinn, until recently publicity agent of the National Federation of Federal Employees as executive secretary. It has also been proposed to hire a stenographer and secure more commodious office accommodations in the World Building in Park Row.

"Mr. Quinn, who needs no introduction to the federal workers, expects to accomplish great things in his new field of usefulness, and the officers and members of Branch 4 are equally enthusiastic over the present outlook. The men and women whose membership our splendid union needs, are within easy reach of Park Row, and we intend to go out and get them. This is to be done with a systematic thoroughness heretofore impossible, in spite of the fact that no board of officers has ever given more unselfishly of their time and energy to a good cause than those elected to conduct the affairs of Branch 4.

"It will readily be admitted by all forward-looking people that the need for renewed and sustained interest among organized federal workers was never more apparent than it is today. This being so, the things we have already accomplished should be an inspiration to us, who clearly see the benefits of organized effort, to go out and spread the light among those who at worst are only a little slower to grasp this great truth than we ourselves. The prospective member who offers the most irritating objections to our union often becomes the best worker once he sees the benefits of organization and his scruples are set at rest.

"And so it is to be hoped that each branch, both near and far, will emulate the plan of campaign mapped out by New York, which hereby pledges its best efforts never to take a vacation until its membership shall have been recruited to a point commensurate with the numerical strenth and importance of the great metropolis in which it is privileged to make its home."

WASHINGTON (D. C.) LOCAL ALSO CONSIDERING INCREASE IN DUES

The raising of dues from 35 to 50 cents a month is being urged by the officers of the Washington (D. C.) Local. In endorsing the plea of Treasurer Zahn, sent out with his annual report, President Ryan makes this statement:

> What Brother Zahn says about the need for an increase cannot be emphasized too strongly. In the few weeks I have been in the office I have had it brought home to me again and again that we need more of a permanent paid force than we now have—especially a well-paid executive assistant on full time who can direct the office force and carry on innumerable details that the treasurer, a volunteer worker, has hitherto had to struggle with alone.
>
> It is impossible for those of us who serve as volunteers to do the detailed work of the union, especially the way the union is growing and working now.

This is in line with the action of the New York Local, which has recently decided to increase the monthly dues from 35 to 50 cents. Many other locals have been on the 50-cent basis for varying periods.

BOSTON LOCAL (NO. 25) PROUD OF HER HONOR ROLL

To make this column a success it is desirable that every branch of the service affiliated with Local 25 appoint a representative through whom any item of interest for publication may be forwarded to the undersigned. If preferred, the representative authorized to receive dues may also act as news representative. It is also hoped to give in this column an account of what the Local is doing for the benefit or in the interests of the various branches, so that members who are unable to attend the regular meetings may keep informed of the progress of affairs.

A. W. STOCKWELL,
Foot of Long Wharf, Boston.

Local 25 was represented in active service during the great war by the thirty-six members named below, in whose honor a large service flag was unfurled with appropriate exercises at a regular meeting held in November last. Since the armistice was signed

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Brothers Vito A. Luongo, John M. Lyons, John J. Sheehan and Joseph Nunes have returned to their former positions in civil life, and we cordially welcome them again into active membership. If there are other members who have seen service but whose names do not appear below, Secretary Sleep will be glad to be informed promptly of any omissions. Secretary Sleep further requests that "all brothers on Army or Navy list who later return may send in their names with present address."

HONOR ROLL

Bamberg, Charles	Navy Yard
Bartlett, George E	Lighthouse
Bernardo, Antonio	Navy Yard
Bowden, Thomas C	Navy Yard
Carey, William H	Customs
Collins, John J	Navy Yard
Coughlin, Jeremiah F	Navy Yard
Curtis, Edward F	Customs
Davis, N. I	Ordnance
Dolloff, Arthur J	Navy Yard
Driscoll Albert L	Navy Yard
Dunbar, Wm. W	Agriculture
Egan, Thomas H	Sub-Treasury
Evenson, F. E	Navy Yard
Finn, John F	Immigration
Fitzgerald, E. C	Navy Yard
Flickinger, Frank B	Navy Yard
Kelley, Edwin L	Lighthouse
Knudson, Thomas R	Customs
Lazarus, Samuel	Customs
Luongo, Vito A	Custodian Dept.
Lyons, John M	Immigration
McCarthy, Bartholomew	Customs
McCarthy, Daniel J	Sub-Treasury
McDonald, Thomas F	Navy Yard
McDonald, William	Public Health
Macomber, M. Chester	Immigration
Morhan, Daniel W	Ordnance
Nunes, Joseph	Quartermaster
O'Leary, Francis	Navy Yard
Perry, James H	Customs
Sabins, Martin	Navy Yard
Sheehan, John J	Navy Yard
Stillings, Henry E	Customs
Tarbett, Walter R	Quartermaster
Witherall, Harrison C	Treasury

From Brother Arthur G. Merchant of Gloucester, Mass., a member of the Boston Local, comes this comment, which seems much to the point:

"Enclosed is copy of *Fisheries Service Bulletin*, in which is explained the title by which the low paid men of the Bureau are known. The Bureau would have no trouble in getting men to enter the service if they paid a living wage. The *Bulletin* would give you the impression that the title laborer was keeping them out of the service, but the basic salary of $600 a year, or $1.67 a day, has not much drawing power."

[In the *Bulletin* referred to by our correspondent, the statement is made, with reference to "apprentice fish culturists," that—

for a number of years the Commissioner has recommended to the appropriation committees of Congress a change in the designation of the position of laborer in the field service. The recommendation has been based on the ground that the title is not accurate, in that the duties are fish cultural and candidates must pass a civil service examination as apprentice fish culturist. The further plea has been made that the title of laborer, while highly honorable, has the effect of repelling ambitious young men, of high-school or college education, who would be willing to enter at the lowest fish-cultural grade in the hope of eventual promotion to a superintendency.

On the foregoing Brother Merchant comments thus: "The title took effect June 30, 1917, but we did the same kind of work as we did as laborers while in the city they were receiving $3 a day—laborers' pay."—EDITORS.]

SAN FRANCISCO LOCAL'S GREAT STROKE ON RETIREMENT BILL

There seem to be few opportunities that escape the vigilance of the brethren who are "running" Local No. 1. A case in point lies on the editorial desk in the form of a resolution passed by the legislature of California at the behest of the workers of this local, declaring the legislature "to be in full sympathy and accord with the McKellar-Keating bill" and asking the Senators and Representatives from the State "to use all honorable means to secure the passage of said act." This is certainly fine work.

ROCK ISLAND'S LOSS IS HERE DENVER'S GAIN

Brother J. L. Foreman, until recently the hustling secretary of the Rock Island (Ill.) Local No. 15, is now a resident of Denver, Colo., where he moved on account of his wife's health. Brother Foreman, while changing his address, has not changed in his thoroughgoing unionism and will give his best efforts for the good of our common cause in his new home. Our Denver brethren are to be congratulated.

Executive Secretary Beach Resigns

The resignation of Executive Secretary John S. Beach, of the National Federation of Federal Employees, is announced, to take effect March 5, 1919.

Contributors, Please Take Notice

Matter intended for the pages of THE FEDERAL EMPLOYEE of a certain month should be in the hands of the Editors by the 10th of the month next preceding. Although "copy" received a few days later *may* be available for the desired issue, it stands a greater chance of being delayed in publication than if submitted by the date named.

A Prize Offer

IN accordance with the expressed wishes of a number of members of various locals, and encouraged by the helpful results of the recent "Ideas Competition," THE FEDERAL EMPLOYEE will give each month "until further notice," beginning with the March issue, the following prizes:

A cash prize of twenty dollars ($20) for the best article on the subject "My Day's Work," dealing with a typical day's work of a civilian government employee—perchance a stenographer and typewriter at a departmental desk in Washington, a forest ranger in the woods of Maine or Oregon, a coast guard on the Atlantic, an immigration inspector on the Canadian border, or any one of the legion of employees working for Uncle Sam in this country or in any other part of the world. The articles submitted should tell the story, true to fact, in an interesting way, in 1,500 to 2,000 words. Several photographs suitable for reproduction, which have real "human interest," would add materially to the value of the narrative.

A prize of five dollars ($5.00) each month for the letter contributed to the OPEN FORUM which shall be adjudged to be the best. In this connection read the caption of OPEN FORUM section.

A prize of five dollars ($5.00) each month for the best suggestion regarding methods of organizing new locals, and conducting existing locals. Among the questions which might well be dealt with under this head are: Increasing membership, retaining members when once secured, collecting dues, developing publicity work, making our meetings more helpful, and educating our membership in the special problems of civil-service employees and the broader problems of organized labor and citizenship as well. Suggestions submitted should be clear-cut and practical, and expressed as concisely as possible, and should be plainly marked, "Suggestions for Organization and Conduct of Locals."

A Modest Doctor

An unfortunate woman was run over by a street car. A crowd gathered around the victim. After some delay a celebrated doctor, who enjoys a national reputation, appeared on the scene. It was too late. The poor woman was dead even before the doctor had arrived.

"Oh, doctor, if you had only come a little sooner," said a voice in the crowd.

"Even if I had come sooner, what more could I have done for her?" replied the doctor, modestly, gazing at the placid features of the corpse.—*Texas Siftings.*

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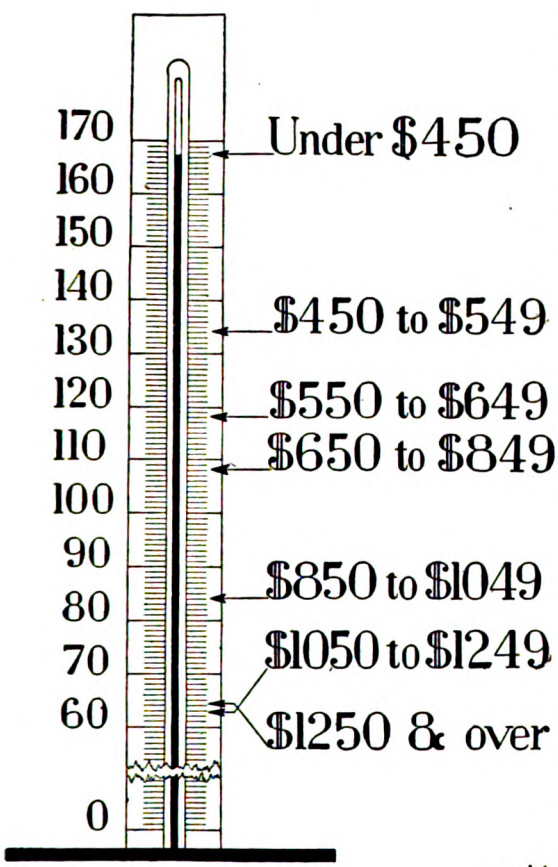
Wages and Infant Mortality

Low wages paid parents mean death to the little ones. This sad fact is brought home with startling directness in a graphic way as shown below, by the Children's Bureau of the United States Department of Labor.

A Question for Members and Senators?

Give a moment's study to the figures set forth below. Then remember that the Government of the United States—your Government and mine—has many, many thousand civilian workers on its rolls—adult, full-time workers—at from less than $550 a year to $1,049 a year. Get the ghastly meaning of this in terms of children's lives, and then answer the question, What is the responsibility of the United States Government, both directly and indirectly, for this condition?



A TELLING argument for living wages is furnished by the Children's Bureau of the Department of Labor in the accompanying chart "drawn in the form of a thermometer to illustrate the general relation between infant mortality and fathers' earnings, as shown by eight combined studies of infant mortality made in the following cities: Johnstown, Pa.; Manchester, N. H.; New Bedford and Brockton, Mass.; Saginaw, Mich.; Akron, Ohio; Waterbury, Conn.; Baltimore, Md. The chart sums up the result of six years' study in so far as infant welfare and income are jointly involved. It represents intensive field investigation based upon interviews with mothers of nearly 23,000 babies. The death rate for babies whose fathers earned less than $550 was 162.5, or 1 in every 6. When the fathers earned $1,250 or more the death rate for babies was 62.5, or 1 in 16. The lowest income group includes 25.8 per cent of the babies. The next group ($550 to $849) includes 37.2 per cent. In the group earning from $850 to $1,049 were 15.3 per cent of the babies. Only 19.2 per cent had fathers earning $1,050 and over, 6.1 per cent earning $1,050 to $1,249, and 13.1 per cent earning $1,250 or more.

At the present writing earnings probably are increased for all these income groups. These figures recently published by the Bureau of Labor Statistics of this department, however, showing general increases in cost of living afford no indication that the advantage to infant life can be at this time in proportion to the presumable increase in fathers' cash earnings. The conclusion is unavoidable that while poverty exists infant life and vigor will be needlessly wasted."

When it is borne in mind that our Government pays many thousands of its civilian employees less than the proposed minimum wage of $3 a day (which no one has the hardihood to contend is a *living* wage)—a considerable number much less than this minimum—the question naturally arises, To what extent is the Government responsible for the terrible death toll of children shown by the chart—directly, by reason of starvation wages paid many thousands of its own workers, and indirectly, owing to the example set to private employers, by which too many, unfortunately, are only too willing to profit?

It is a fine thing to endeavor to save one hundred thousand lives of infants and young children—the goal of the effort being made throughout the country under the inspiration and direction of the Children's Bureau and the Woman's Committee of the Council of National Defense. As President Wilson truly said, there could be "next to the duty of doing everything possible for the soldiers at the front . . . no more patriotic duty than that of protecting the children, who

MISS JULIA C. LATHROP
Chief of the Children's Bureau.

constitute one-third of our population."

The old, old question however, still comes to the front, Why, in this great movement as in many other things, should not the Government begin its best work within its own doors?

"Employees"—Not "Clerks"

THE FEDERAL EMPLOYEE has been asked to draw attention again to the following resolution, which was introduced by Brother M. J. Hines, the efficient secretary of the Leavenworth (Kans.) Local (No. 49) and unanimously adopted by our Chicago convention:

Resolved, That whenever there is anything to be issued for publication concerning the organization as a whole the words "federal employees" be used, and not "clerks" or any other crafts.

It is thought that the overuse of the term "clerks" has had, and still has, a tendency to narrow in the public estimation the character and scope of the duties performed by government workers in the various services, and that for this reason the use of the more comprehensive term "employees" should be encouraged in connection, as suggested, with our organization as a whole.

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Problems and Activities of Women

An effort is in progress to have Congress investigate the Federal Wire Administration.—The League of Nations is enthusiastically endorsed by representative women.—British and French women are bitter about the demobilization situation with respect to women workers.

A PUBLIC appeal to stockholders in the telephone companies to call for a congressional investigation of the Federal Wire Administration has been issued and is being circulated throughout the United States by the Women's Trade Union League of Boston. This action follows

MISS JULIA O'CONNOR

the resignation of the national president of the telephone operators' unions, Miss Julia O'Connor, from the Wage Investigation Commission of the Wire Administration on the ground that under the conditions enforced by Mr. Burleson "to remain longer on that commission would be a betrayal of the interests of the workers."

Charging that Director Burleson has been "hopelessly autocratic and arbitrary," the Women's Trade Union League of Boston indicts him on three separate counts, namely:

First—He has not allowed the companies to negotiate with their employees on questions of wages and hours.

Second—The telephone operators' unions on the Pacific Coast have an agreement with the company to which the Government itself was a party. Mr. Burleson has allowed that agreement to be broken.

Third—He has relentlessly fought trade-union organization of the workers.

"For instance," states the league in this appeal, "the Boston Telephone Operators' Union for six years has had a working agreement with the telephone company. That agreement expired last December. Efforts of the union to renew its agreement have met with the answer that the company no longer had power to negotiate questions of wages and conditions."

As to the situation on the Pacific coast, where the strike of telephone operators in 1917 was settled by the President's Mediation Commission, the league states that "This agreement was officially signed by Secretary of Labor Wilson and guaranteed to either party the right to reopen negotiations before its expiration. This right has been denied by Mr. Burleson."

As showing Mr. Burleson's hostility to trade-union organization the following particular instances are cited:

In the New England district and on the Pacific coast he has refused to allow the unions to function.

In St. Paul he locked out 1,200 union employees who had reached an agreement with the company.

Throughout the country every method of discouraging organization has been practiced. Operators have been discharged and discriminated against to the point of persecution for union membership. In Wichita, Kans., a union supervisor was discharged. As she has two brothers in France and is the sole support of her widowed mother, the public-spirited citizens petitioned for a hearing of the case. The hearing has not been granted.

The statement concludes as follows: "Do not mistake this as an attack upon government ownership or control. It is not. We believe in government ownership, and we know that it is not inconsistent with representative government in industry."

Women Take Stand for League of Nations

SEVEN hundred and fifty women, from all parts of the United States and of every condition in life, in conference in Washington, February 12 and 13, to discuss the league of nations, rose to their feet and applauded in wildest enthusiasm the proposal "to get behind the President and help him to make the league of nations a fact."

Among the outstanding figures in the conference were Anna Howard Shaw, honorary president of the National Woman Suffrage Association; Catherine Breshkovakaya, "the little Grandmother of the Russian Revolution;" Jane Addams, of Hull House; Julia C. Lathrop, chief of the Children's Bureau; Melinda Scott and Mary McDowell, of the National Women's Trade Union League.

Resolutions adopted by the conference in addition to endorsement of the league nations, demanded representation for women upon all committees and advisory bodies in the peace negotiations.

The resolution endorsing the League of Nations is as follows:

As citizens of the American democracy we are assembled in conference in the city of Washington to pledge our allegiance to the great hope of the future, a democratic league of free nations. We indorse the principle that such a league is fundamental to the peace negotiations. And we affirm our earnest belief in the liberal and forward-looking program supported by the American delegates to the peace conference.

Lack of Demobilization Plan Condemned

CRITICAL times for the women workers of France and Great Britain are reported by Miss Mary McDowell, of Chicago, Vice-President of the Chicago Women's Trade Union League, to the conference of women just held in Washington to advocate the league of nations. Miss McDowell has just returned from Europe, where she was sent by the industrial department of the Y. W. C. A.

"During the war they called us heroines—but they throw us on the scrap-heap now," the women are saying, according to Miss McDowell, who adds that the situation is the more distressing because most of these women are workers who for the first time in their lives have had wages on

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which they could live in reasonable comfort, and during the war they have set up a new standard of living for the French and British working people.

In France, Miss McDowell reports, when the armistice was signed the Government plants gave the women munition workers 30 days' notice "to go quietly away." The private plants simply closed down.

the pittance they received before the war."

"Nor is the feeling relieved," she continued, "by the attitude of the British ladies who complain of their inability to secure domestic servants. Ninety per cent of the people of Great Britain employ no servants, and of the remaining 10 per cent only 3 per cent employ more than one. According to

THE MUNITION MAKER

Bronze relief by Mrs. A. C. Ladd, Paris, 1918. Design suggested by Mary E. McDowell. **Photograph by courtesy of the Young Women's Christian Association.**

Great Britain also lacked a plan for the demobilization of the women workers, and finally dismissed them with "an out-of-work donation" of 25 shillings a week for 13 weeks. The phrase itself the women, of course, resent, she states, and the end of the 13 weeks, which will come in May, she thinks will be a crisis.

"The women are bitter about it," Miss McDowell says. "They know now what decent wages are, and they do not intend to go back to work for this little group of the well-to-do, the 'out-of-work donation' to working women is responsible for their lack of servants, and they will expect, no doubt, to recruit for their household when the 13-week period comes to an end.

"Meantime a movement is on foot to organize domestic service upon an eight-hour basis, with other long-desired privileges for the domestic workers."

War Work of Women

"IF THE WORK of their women should stop for twenty minutes the Allies would lose the war." This declaration, made by a French official at a critical stage of the great war, is eloquent testimony that the fighting is not all done at the front. We hear less today than formerly about "woman's place being in the home," or about her being "too delicate to stand the strain of the industrial world," and her inability to help her country in time of war is no longer so unanswerable an argument against her right to participate in her country's government. Even before the war French women had entered in large numbers what had formerly been considered to be exclusively the men's field, and a year ago 400,000 women were engaged in the manufacture of munitions alone.

MILLIONS OF WOMEN ENTER COMMERCIAL AND INDUSTRIAL FIELD

In England during three and a half years of war 1,400,000 women replaced men, not only in offices but on the farms and railroads and in shipyards and factories as well, while there were nearly twice as many women working in the munitions factories as in France.

The number of unemployed in America was such that our entrance into the struggle did not seriously affect labor conditions until the third draft. It is difficult to make accurate estimates regarding the replacement of men by women, due to the war, because, first, there were probably nearly 2,000,000 American women working in factories before the war; second, a large number of women simply exchanged other industries for war work, and third, many manufacturing concerns merely shifted their former production to that of munitions.

One hundred thousand women are said to have substituted clerical work for the poorly paid profession of teaching; another hundred thousand entered the machine shops of munitions factories, while more than a million and a quarter women were engaged in the same general line of work as formerly, the product being turned to war uses, as in the case of making clothes or canning foods.

The "work or fight" mandate caused a general shifting of women into the "nonessential" positions of clerks, waiters, ushers, etc., while more highly paid positions, as those in banks, laboratories and the professions opened their doors to them, and a fair quota was also furnished to the "land army" of 1918.

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The steam railroads alone witnessed an increase of 40,000 women workers, who were mercilessly used on any work needed, from ticket selling to the handling of heavy freight, until the organization of the "Women's Service Section" in the Railroad Administration.

GROWTH OF PROTECTIVE MEASURES IN FAVOR OF WOMEN

Attempts to limit the hours of work for women have naturally had to run the gamut of "constitutional" objections, but these have been so successfully defeated during the past ten years that there is today little to fear from this source, and at the beginning of this year there were but five states in which such legislation is entirely lacking.

This protection generally includes women workers in stores and factories, and frequently those employed in printing offices, laundries, bakeries and even dressmaking establishments. The newness of a labor law can largely be determined by the number of industries included in its scope, the more recent measures covering hotels and restaurants, telegraph and telephone offices, express and transportation companies and places of amusement. The entrance of women into the war is reflected in the still further extension of the latest restrictive measures to include elevator operators, messengers and street car employees.

The most generally accepted working day is still ten hours, approved by the Supreme Court when it upheld the right of the state of Oregon to set this limit as a health measure, inasmuch as "the physical well-being of women becomes an object of public interest and care to preserve the strength and vigor of the race." Later the same court sustained the legality of the eight-hour day for women, which is now in force in six Western states, Porto Rico and the District of Columbia.

Thirteen states limit the hours of labor for women to nine, and five states have limits ranging from ten and a quarter to twelve hours. Two states have a ten-hour limit, but no rest day.

The tendency of recent legislation is against overtime work, although in some states it is allowed, provided a certain weekly maximum is not exceeded. Six states allow overtime work in stores either one day weekly or for a few days before Christmas. There are other restrictions in other states, but the most popular provision now is that for higher rates of pay for overtime work.

Another development of restrictive legislation is that regarding night work, which is prohibited in several parts of the country; in three states and Porto Rico this prohibition covers a wide range of industries. Good work along this line has been done through industrial commission rulings.

The Federal Government also has been giving attention to the women in its employ, as evidenced by "General Orders No. 13" issued by the Ordnance Department in November, 1917, prohibiting night work and the lifting of heavy weights, and recommending an eight-hour day and other progressive measures.

The war emergency naturally furnished a pretext for letting down the bars of labor legislation, which opportunity the exploiters of labor were not slow to seize upon; and the near success of the bill introduced into the New York Legislature to set aside any inconvenient legislation affecting women and children—a bill killed only through the governor's veto—conclusively demonstrated the need of organizations such as the "war emergency conference," called in Washington State last year, which recommended a weekly minimum wage of $13.20, equal pay for equal work regardless of sex, and went on record against the employment of women in occupations for which men are better suited, or in occupations unavoidably disfiguring or physically or morally injurious.

The significant stand taken by the Kansas War Board is stated in an open letter addressed to the employers of the state, containing the following among other noteworthy statements:

In the supreme test of the nation's strength and endurance, continuous production of war supplies is the great service which the workers are called upon to perform. This aim can be attained only by insuring the health and welfare of these workers. In order to secure the fullest working capacity, wage-earning women and minors must be assured proper hours, adequate remuneration and wholesome conditions of work. Moreover, all women workers must be protected against the bad effects of overwork and unwholesome conditions, not merely as workers whose efficiency is needed in the war, but as citizens upon whose well-being the future of the country largely depends. It will be our purpose to see that existing legal standards be rightly maintained, and where these standards do not justly meet the demands of the women workers, as above set out, we purpose fairly and impartially to raise these standards.

How It Happened

Once a year the newsboys of a certain district of London are taken for an outing up the Thames by a gentleman of the neighborhood, when they can bathe to their hearts' content.

As one little boy was getting into the water, a friend observed: "I say, Bill, ain't yer dirty?"

"Yes," replied Bill; "I missed the train larst year."—*Tid-Bits.*

Civil Service Ills

IN ASKING a horizontal increase of $360 a year for the federal payroll, the NATIONAL FEDERATION OF FEDERAL EMPLOYEES is seeking only a stop-gap solution of the salary problem. The Federation's program calls for a reclassification and standardization of duties and salaries on the basis of a scientific inquiry, and such an inquiry will take time. Congress seems disposed to create a congressional committee to investigate the matter, however, and there is a chance that something will be done. What seems to be needed is not so much a congressional investigation as the creation of an executive board with power to act. A great deal of the necessary regrading could actually be accomplished in less time than it would take to conduct a congressional inquiry that might produce nothing in tangible results.

Emphasis ought to be laid on the reclassification of *duties* as well as salary grades. The proper "functional organization" of an office is one of the largest factors in scientific personnel management. In the federal service such organization is practically nonexistent. Instead of taking advantage of the opportunities for economy offered by the great size of the units, those who dispose such things in Washington have divided, redivided and subdivided the large units until not only each small bureau and division is an entity to itself, but practically each minor executive has his complete and separate organization. This means inevitable waste. Twenty minor executives in a bureau have thirty stenographers—one or two specially attached to each—when a force of ten stenographers could probably do the work for all. Clerks toiling in adjoining rooms under separate direction duplicate each other's work. "Messengers" galore occupy chairs in the spacious corridors and spend their time reading the papers. Work that ought to be done by office boys is laboriously performed by higher-paid employees in "idle" moments. It is not surprising that the late Senator Aldrich estimated the Government's waste in bad management at a million dollars a day.—*Good Government.*

Somewhat Moody

The youth had been asked to write examples of the indicative, subjunctive and potential moods and an exclamatory sentence. This is what he produced:

"I am trying to pass an English examination. If I answer twenty questions I shall pass. If I answer twelve questions I may pass. Heaven help me!"

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National Federation of Federal Employees

(Affiliated to the American Federation of Labor)

ITS OBJECTS, METHODS, AND ORGANIZATION

The NATIONAL FEDERATION OF FEDERAL EMPLOYEES is an active organization of civilian workers in the government service, composed of representatives from virtually all branches except the postal service, the employees of which have organizations of their own.

The *Objects* of the FEDERATION are: To advance the social and economic welfare and education of the employees and to aid in the perfection of systems which will make for greater efficiency in the various services of the United States.

The *Methods* for attaining these objects are petitioning Congress, creating and fostering public sentiment favorable to proposed reforms, cooperating with government officials and other employees, securing the enactment of appropriate legislation, and other lawful means. Under no circumstances is the FEDERATION to engage in or support strikes against the United States Government.

The FEDERATION now comprises 118 local unions, located in nearly as many cities and towns throughout the United States, in Canada, and the Panama Canal Zone. A list of these unions appears on pages 191 and 192. Additional unions are constantly being formed.

WHAT THE FEDERATION IS FIGHTING FOR

Adequate and proper salaries for the employees of the national civil service, including a minimum living wage.

Standardization and reclassification of the civil servce, to the end that salaries and working conditions shall be fairly adjusted in the interest of the efficiency of the service and the well-being of the employees.

Retirement of superannuated employees under a system which shall be equitable and beneficial to both the employees and the Government.

The right of civil service employees to adequate representation in connection with the regulation of the essential conditions of their employment, as salaries and wages, hours of labor, promotion and demotions, transfers, removals, and sanitation.

WHAT THE FEDERATION HAS ACCOMPLISHED

Although the formation of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES dates back only to September, 1917, and the present movement for the organization of civil service employees is but little older, much has already been accomplished—more than had been accomplished in this direction by federal employees without organization during many decades of helpless dependence on others.

More specifically, organization has been instrumental in bringing about, during the very brief period mentioned, these results, among others:

Substantial increases in salaries and wages.

Redress of many grievances of employees in various services of the Government.

The defeat of an attempt, both unnecessary and unjust, to fasten on employees of the Government a longer workday.

The arousing and marked development among federal employees of a spirit of self-reliance and cooperation, and of closer affiliation and sympathy with the great mass of the nation's wage-earners.

GODSPEED TO THE CAUSE FROM "HIGHER UP"

PRESIDENT WILSON (*to the Washington, D. C., Union*).

"They [resolutions of the Washington, D. C., Union] have given me a great deal of genuine pleasure and I wish that I could convey to each member of the Union my most cordial wishes for the New Year."

HON. CHAMP CLARK, *Speaker of the House of Representatives.*

"It gives me pleasure to felicitate the Union on the progress it has made and to extend to it every good wish for the future."

HON. LOUIS F. POST, *Assistant Secretary of Labor.*

"It is really an advance that the people employed by the Government of the United States in such large numbers should have come to recognize their industrial relationship with the people out in the rest of the world who have been trying to organize what is called labor for its own protection during the last forty or fifty years—the period of the present labor organization movement. . . . I think that in respect to your organization and to what you are endeavoring to get I can bring you not only my personal sympathies with your work, but I may safely say that I bring the sympathies of the Department in which I am engaged, and I am sure that Secretary Wilson is thoroughly in sympathy with what you are trying to do."

HON. CARL VROOMAN, *Assistant Secretary of Agriculture.*

"I think it is not only the privilege but the duty of the employees of the Federal Government to organize themselves; to organize themselves not only to see to their own rights, not only to secure for themselves the best kind of treatment from the Federal Government, but in order to increase the efficiency of the civil service of these United States. The possibilities that lie before this great organization . . . are limitless . . . Organized, you can accomplish far more, not only for yourselves, but for the nation, than you have ever been able to accomplish in the past."

HON. SAMUEL J. ROSENSOHN, *formerly Assistant to the Secretary of War.*

"It is the definite policy of the War Department not to interfere in the slightest way with the right of the workers to organize in trade unions and to prohibit any person in the Department from discharging workers by reason of their membership in trade unions for legitimate trade union activities."

HON. CHAS. M. GALLOWAY, *U. S. Civil Service Commissioner.*

"The impression which appears to have been entertained that the Commission objected to its employees becoming members of the [Federal Employees] Union is wholly without foundation and must have arisen from some misapprehension. The Commission has no such objection and has not sought in any way to influence its employees in the matter."

HON. FELIX FRANKFURTER, *Chairman of the War Labor Policies Board.*

"Never before in history have the civilian employees of a government performed duties more vital to the continued well-being of the republic. . . . The chance which the national crisis presented has been wisely utilized by Federal employees. Of my own experience at Washington I can testify to the devotion which you have shown. . . . I take great pleasure in wishing well this valuable organization which represents so many. You are a conscious part of the world-wide labor movement. You are in your Federation endeavoring to make practical the faith that self-government is desirable even beyond the familiar bounds of politics. I congratulate you and the nation you are so faithfully and so successfully serving."

HON. EDWARD N. HURLEY, *Chairman of the United States Shipping Board.*

"I am in hearty accord with the good work that you are doing and I sincerely hope that you will continue working out your problems along sound practical lines."

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THE OPEN FORUM

THE FEDERAL EMPLOYEE invites letters from its readers on subjects which properly come within the scope and purpose of the magazine. Particularly desired are suggestions which place the emphasis on the constructive side of things, looking toward the improvement of the United States Civil Service and of the condition of its employees.

Communications should be written concisely and should not exceed 300 words in length, otherwise the editorial blue pencil may have to be used. Please write on one side of the paper only. Typewritten manuscript, OPEN-SPACED, will be greatly appreciated by the editors. Each correspondent should retain a copy of his contribution. Every communication must be accompanied by the writer's name and address, which will be withheld from publication on request.

THE FEDERAL EMPLOYEE assumes no responsibility for expressions of either fact or opinion by correspondents.

PRIZE ANNOUNCEMENT

Until otherwise announced, THE FEDERAL EMPLOYEE will pay the sum of five dollars for the letter published in the OPEN FORUM which shall be adjudged the best in the number of the magazine in which it appears. Contributors will please bear in mind that communications intended for publication in the OPEN FORUM of a certain month should be in the hands of the editors by the tenth of the month next preceding.

Are the Editors Guilty or Not Guilty?

Is the tone of THE FEDERAL EMPLOYEE *sufficiently altruistic? This brother, secretary of a local, thinks not. For the moment the editors, entering a pro forma plea of "not guilty" submit the question to their readers. What say you?*

To the Editors:

WE HAVE about 160 members of Local No. —. These men and women are all employed in District No. 1 of the ——— Service. From the beginning of the ——— Service, this district has been privileged to enjoy the loyal support of every employee and pride ourselves through the respect held for us by the community. The success of the ——— Service, in this district at least and I think likewise true of the other districts of the Service, is largely due to the devotion and loyalty of its members who have not sacrificed the public service for their own interests.

OPPOSITION OF EMPLOYEES TO AFFILIATION TO A. F. OF L.

When the proposition of forming an organization to be recognized as being affiliated with the American Federation of Labor was first presented a very large number of our employees were somewhat reluctant in joining, but after carefully considering the constitution of the national organization of federal employees and its objects being for mutual benefit and betterment to the Government as well as to the employees, we felt that this was what we wanted. Of course we were interested in salary increases, in reclassification of the Civil Service, which would be to our advantage, and reclassification of salaries, etc. These propositions appeal to all of us from the highest official to the lowly messenger boy. The better the working conditions and salaries for the employees the higher the standard of our work, it is true. When the call came for assistance in the various salary increase measures we did all we could and I believe our efforts met with success, judging from the replies received.

In reading THE FEDERAL EMPLOYEE quoting the various important measures pending and the articles written by our national representatives it has impressed us with the feeling that our organization was largely following in the footsteps of the ordinary labor union, ever eager to grab all we can for ourselves, banding ourselves together with hoops of steel and fortifying ourselves so that in time we would have sufficient power to command attention and, in a measure, force our demands. It seems to us that thus far we have been working one-sided, the same as the majority of our labor unions today. The spirit of cooperation has apparently been lost sight of to the individual personal interest involved.

NOT ENOUGH EFFORT TO IMPROVE GOVERNMENT SERVICE

Now what have we done to improve the service and efficiency of the government service? What have we done to merit confidence in us by our Senators and Representatives? What suggestions have we made to the various heads of the departments that would assist them in obtaining greater results and thus give us the unsolicited sympathy of the public and the support of Congress? The average citizen regards the federal employee with respect but entertains the idea that it is a life of ease. It appears to me that we should not work on selfish lines altogether, constantly plugging away for what is termed "our rights," endeavoring to organize the employees in sufficient force that the public and Congress will "of necessity" be *obliged* to give us recognition and grant our requests. THE FEDERAL EMPLOYEE of late has been literally filled with reading matter pertaining nearly altogether to matters regarding our own special and individual interests and to those of us who are loyal, take a pride and pleasure in our work and ever endeavoring to do our best for the public service, it appears that the other side of the situation has almost entirely been lost sight of, that the main thing is organization and make it of sufficient strength that in time we could *command* attention and action, rather than by encouraging better service, more devoted loyalty, higher pride in our calling and consequently giving the Government and the public the highest efficiency.

RESULTS MUST BE GOTTEN THROUGH COOPERATION AND SERVICE

During the past year our local has been rather inactive. We have suffered a severe season and have been doing our utmost to meet the situation and have not had the time to devote to organization matters, consequently I am simply giving you these remarks as representing in a large measure the general feeling existing among the government employees in this district of the ——— Service. I am of the opinion that our members would withdraw tomorrow if we were obliged to follow literally the footsteps of the ordinary labor union. We are situated differently from the ordinary laborer and citizen, and it appears to us that to secure results for ourselves, we must first give results to the Government and not endeavor to secure action through coercion and force, but rather by cooperation and service, produce a better and more intimate understanding between employee and official, developing higher efficiency and greater service and consequently more firm loyalty and devotion. If we do this Congress and the public would gladly give us recognition and the proper rewards.

These suggestions are given for your consideration. It is further recommended that a department in THE FEDERAL EMPLOYEE be established dealing especially along these lines and that we give publicity to results obtained by the federal employees for the public service.

Secretary, Local No. —.

Shortcomings of the Retirement Bill

The McKellar-Keating Retirement bill is inadequate, far behind our military retirement system, and analyzes the successful employees — so Brother Bond ably contends.

To the Editors:

The bill for the retirement of employees in the classified Civil Service

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(H. R. 12352) puts a premium upon mediocrity, in that it offers no encouragement to the ambitious, the able, and the efficient to enter and rise in the public service. An adequate retirement law should encourage the entry into the classified service of the man with the ambition to rise, by promising that, after a lifetime of efficient service, his retirement annuity would in some degree be a measure of his well-earned success. H. R. 12352 offers no such inducement; on the contrary, it encourages inefficiency by limiting the maximum annuity to $600, which is practically fifty per centum of the present clerical entrance wage. This limitation is indefensible unless the annuity thus proposed shall be classed with unearned charities bestowed to alleviate misfortune. In an effort to increase efficiency in the classified service, and this should be the paramount motive behind all legislation affecting the salary of the government employee, provision should be made for encouraging entry into government work of men with ambition and mental equipment. To secure the services of such employees, two things are essential: The first is a wage fair for the service given during the active period, and the second is a retirement annuity measured by the success attained.

TREATMENT OF CIVIL AND MILITARY EMPLOYEES CONTRASTED

The higher grade civil employee, unlike the military, is not educated at the public expense, but must at private cost prepare himself for a service that is just as much beyond his reach without serious prior preparation as that of his coworker in uniform. Furthermore, his service to the Government is continuously essential, essential in peace as well as in war, and when finally retired, after reaching old age, with his powers exhausted, the few years left to him should not be years of dependency upon the charity of his friends or of the public.

If there is any good reason why a civil employee should receive treatment wholly different from that given to his military brother, especially in times of peace, it has not been satisfactorily explained. The military brother retires on three-quarters pay, no matter how great his salary may have become. The military employee these days, who enters the battle line, fights side by side with the civil employee selected because of his capabilities for effective military service. When, or if, the draftee survives the battle, he goes back to his old position in the Civil Service, rejoining those workers whose united effort keeps the intricate and delicate machinery of this great democracy functioning. There again he becomes the object of suspicion and contumely on the part of those who are ignorant or wilfully blind to the impressive fact that the trained and experienced civil employees alone furnish the force which keeps the great governmental machinery running smoothly. Should these employees suddenly retire from the public service the whole machinery of Government would collapse like an ignited observation balloon which had been fired probably by the courage and skill of the civil employee temporarily drafted into the military service.

EXPERT AND TRAINED EMPLOYEE IS PENALIZED FOR SUCCESS

In this connection it may not be impertinent to invite attention also to the injustice with which recent and pending legislation treats the expert and trained employee who under the Civil Service has risen to a position commanding a salary of more than $2,500 a year. Why penalize him for his success? This limitation, if it means anything, means that the measure of increase shall vary inversely with the individual responsibility and usefulness, and in effect penalizes those whom the Government is compelled to hold chiefly responsible for keeping the tremendous civil machinery oiled and in efficient operation.

FRANK BOND,
Washington (D. C.) F. E. U.

Railroad and Civil Service Employees

Why the discrimination in favor of the railroad men? Give government workers political rights and women the ballot.

To the Editors:

. . . For my part, and I am talking to the Union now through you, I can't see the justification of the discrepancy in wages for the two classes of workers as represented by the railroad man and the civil service man. I know something of the work of both sides, as I have worked for both, and the condition of present wages of the two in comparison is nothing short of disgraceful. I am glad the railroad men get what they do, and I hope they will never get less, but I can not see why those who give up all chance of success in a business way to work for the Government should not have the same consideration, and I can not see why they should be placed in a position wherein they can not help but feel that they are being discriminated against. I can see but one way for the Union, and that is for us all to work "tooth and claws" to have the political boycott removed in our case, and thus give us the privileges guaranteed us by the United States Constitution. Give the women the vote? Yes, by all means, as it is their right and should be their privilege, but at the same time remove the gag from the mouths of government employees and restore them to "citizenship" if we are to have a democracy in fact. Why do I insist on this? Because it is our right, and because of the make-up of the average politician who will act only when and where self-interest gives him the necessary impulse. A class of civil service employees with political privileges is no nearer a menace to good government than a class of railroad men under government control with the same privileges is a menace, and so I will stop by asking, Wherefore the discrimination?

CARROLL F. SCOTT,
Washington (D. C.) F. E. U.
Albuquerque,
N. Mex.

Retirement and Salaries

A plea for adequate salaries, the payment of which, the writer contends, would remove the necessity for a retirement system.

To the Editors:

We have heard much of late about a retirement and pension system for government employees. It has been a matter of great interest, though most of us looked on the matter as a sort of dream before the introduction of the McKellar-Keating bill.

Still, a pension may properly be described as a form of charity doled out to underpaid employees who have remained on the job. Obviously, the way to avoid pensions is to provide that the employees shall not be underpaid. With a just and adequate salary schedule there would be no talk of pensions. For my part, I prefer that Congress shall vote me an adequate increase, provide for the reclassification and standardization of salaries in the near future, and forget the pension business. No man or woman should be made the subject of charity, and that is what the pensioner is. Everyone is entitled to and should receive such a wage that he may live comfortably and provide for his future. If the government employee is paid a decent, just and proper wage he will be able to provide for his own future, just as the bricklayer or the bank clerk must do. He has a right to protest against paying taxes which go into a pension for me; I would do so in his place.

At this time there is an effort being made to secure for the government employees an increase of a dollar a day in salary—a flat increase of $360 per year instead of the $120 which was grudgingly awarded for the present year to offset an advance of nearly 70 per cent, after much begging and after the growing influence of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES was exerted. And it might be observed in passing that, so far as noticed, this increase has not been declined by any of those who have refused to join

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the Federation because they "did not believe in unions," they "could not afford the 35 cents a month dues," their "boss was against it," etc., *ad nauseam*.

Let us look at some of the government salary schedules actually in effect. The average customs inspector in this part of the country receives $3.50 per day. It is but a short time since he received but $3 per day. Yet I expect it will be admitted that he must have at least as much brains as a first-class mechanic; he must wear better clothes at his work—a prescribed uniform for which he must pay; and he must be on the job or ready for call at all hours. As a matter of fact many of them never know an hour they may call their own. The mechanic puts in his 8 hours and is finished for the day. He gets a half-day off on Saturday and does no work on Sunday except at overtime rates. But trains and boats take no account of Sundays—the inspectors must be on hand every day in the week. The mechanic receives from $5 to $7 per day for his work; many trades here receive their $7 per day.

The Bureau of Animal Industry employs men as inspectors who are and must be above the general average of intelligence, yet very few of them receive as much as the street-sweepers in the city in which I live—$4 for 8 hours.

The custodian of the building in which I am employed has for years, and until very recently, been constantly on the lookout for male help at the princely wage of $55 a month. Think of it! able-bodied, honest, intelligent men to work for the United States Government at $55 a month! Men who may be trusted with the keys of the inner sanctums of the United States attorneys, the Land Offices, the Secret Service, and all the rest. I don't know when the wage schedule of the Custodian Service was born, but it surely is old enough to have a long gray beard. And at that it hasn't much on the wage schedule of the Customs Service which, I am told, was brought up to date—almost—*in 1873*. You may have noticed that the schedule of prices on those things which we eat and wear has no beard. It is the most up-to-date thing in the world. But, how does the one balance against the other?

As to the older employees: Many of these have put their whole life into the service. Some have in their day been well paid and some have not, but the fact that they may have at one time received a living wage does not help them now. As in the case of the customs inspectors, $3 per day in 1873 was as much as or perhaps more than good mechanics were then receiving—about half their present rates.

We are told that there are about 4,500 superannuated employees who would be included in the first year's pension roll. This, of course, might be called a surplus, the gathering of a goodly number of years, for many of them we are told have long outlived their usefulness as government employees. Heads of the departments hesitate to remove them; it seems inhuman, and they well know that dismissal in all too many cases means a call from a Representative or a Senator demanding that his constituent be replaced on the pay roll. And yet many of them are entirely useless to their employer and others are supplied with assistants, at $1,200 or $1,400, who actually do the work. If these 4,500 were placed on a pension roll it stands to reason that the number who would be eligible for a pension at the end of the next year would be comparatively small.

Suppose now, that the salary increase asked by the N. F. F. E. be granted. Proceed then to pension the 4,500, whose days of usefulness have passed, at the rate specified in the McKellar-Keating Bill, and at government expense—$600 per year. That would entail an expenditure of $2,700,000 for the first year. It should be remembered, however, that their salaries for the year amount to $6,750,000—and they do little work. Any way you figure it it would mean an annual saving to the Government of several million dollars. At the end of the second year a certain number of employees would have reached the retirement age but they would have received during the year the increased salary. Retire them, then, at a lesser pension, say $550. At the end of the next year there would be ready for retirement a certain number who would have received the increased compensation for two years. Retire them, then, at, say, $500. Continue this system and at the end of ten years the retiring employees would receive a pension of $150. From that time on there need be no pensions. Also, at the end of ten years many, very many of the first-year men would have ceased to need pensions and at the end of twenty years the amount thus required would be negligible.

Under such a system the departments would be able to secure and to *keep* first-class men. There would not be that everlasting and costly turnover of labor which every private concern is trying so hard to overcome. And the morale of the service would be improved 100 per cent. The morale of any body of employees cannot be good when they are constantly on the lookout for a better-paying position or complaining about the size of the pay check.

The "dollar-a-day" proposition is, however, only tentative. It might be absolutely fair at the time it went into effect, but in a year or in ten years be exceedingly unjust. Hence the need of a permanent Wage Board in which the employees are, of course, represented, to reclassify and standardize the salaries of government employees and to rearrange such salaries whenever the need arose. They should be kept up to the times just as are the salaries and wages of employees of private concerns. The concern that asked its employees to work for the scale of wages in effect even ten years ago would perforce shut down. "It isn't done, you know," except in the government service.

The first and most immediately important thing is to secure a living wage; then, to arrange for the future so that we may feel that we are to receive, so long as we continue in the service of the Government, a wage at least equal to that paid to private employees whose work requires similar ability, intelligence and experience.

A. F. RICHARDSON,
Spokane F. E. U. (No. 11).

Customs Guards—Salaries and Title

Urgent need for salary increase to $1,440 a year; further, the title "Customs Guard" should be changed to "Night Inspector."

To the Editors:

The Customs Guards of the Port of Philadelphia are striving hard for the recognition that belongs to them and are making every effort to get relief through legislation, with a fair chance of success. At the present time each port has a different rate of pay, while the duties of the Customs Guards are the same. Few realize this, and many think that all they have to do is to wear the uniform and look wise, while those in authority will tell you that it is an indispensable office, and that the requirements are so drastic that few seek the position. There are many reasons for this, the first being the small salary compared with the necessary expenses. Previous to the war a uniform could be purchased for $15 to $17; today the same uniform costs $25 to $30; then there is carfare to be paid by the guard, and in many cases this runs as high as 25 to 30 cents per day. There is also the expense of one meal for those who can not eat cold food, and if one's appetite is fairly good it is easy to see that carfare and the meal take one dollar of his salary each day.

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Is it any wonder that these men are appealing to those in authority for an increase in salary? Would the outside world think it possible for these men to meet their obligations and have their families live like other people? No; if they knew it, they would protest, but still these are the facts. Congress knows this, and the House has just granted an additional increase, but the Honorable Senate up to this time has taken no action. Let us wait, however; the spirit may yet move them in the right direction and our prayers be answered.

We all feel that the national body is doing all it can for an advance in salary for all employees in the service. The Philadelphia Union has requested that the Customs Guards be paid $1,440 per annum, feeling that this is only a fair compensation for service rendered. From now on Customs Guards at every port should help push the movement. They should also urge that their title be changed from Customs Guards to Night Inspectors, because as the war is now over, the word "guard" sounds too much like "policeman," while "inspector" gives us the title which rightly belongs to us, as we are the relief of the Day Inspector, with the same duties to perform.

PAUL H. BERNDT,
Philadelphia F. E. U. (No. 23).
Collingswood, N. J.

Publicity for Unions

Brother Henry W. Walker, the wide-awake Secretary of the El Paso, Texas, Local, has been very successful in securing a great deal of valuable publicity for that organization. In this article he makes suggestions in this line well worth careful consideration.

THE subject of publicity for unions might appropriately be segregated into several classes —the daily newspaper, the weekly labor paper, and the monthly official magazine.

It is of paramount interest to the union to pay attention to the publicity end of its affairs, for nothing attracts like favorable publicity of the happenings of unions, the progress made and social features participated in by the members.

1. The daily newspaper has concern with the affairs of the union only in so far as the human interest affects individuals connected with it that may make friends for the paper. It follows, therefore, that items submitted for free publicity must be presented promptly after the occurrence of the events dealt with, be based upon facts, be of public interest, condensed in words, written with spicy lead, stating time and place, and mentioning as many names as possible, spelled correctly with proper initials.

2. The weekly labor paper is, as a rule, really anxious to have submitted the news of the organization's doings, as well as various "personals" about members and their families, such as marriages, births, arrivals and departures from the city of members, promotions, securing of new members, and, in fact, anything actually concerning the membership. The reason for this is that the editor is usually vitally interested in the welfare and progress of the various labor organizations of that particular city, especially so if the union subscribes for the paper for each member, a thing which each union ought to do.

3. The official monthly magazine of the national organization of the union is usually read by all members, for the reason that it is *their magazine,* one in which they are vitally interested. It should contain not only articles of general interest to organized labor but also news of special interest to its own membership, such as those mentioned above, and the action of Congress in matters of legislation pertaining to the material interests and future welfare of the membership. The magazine should be read promptly and passed on to some non-member, who might become interested and join the union. Members changing their addresses should promptly inform the secretary of such change, in order that they may not miss a single issue of their magazine.

It is to the interest of the union and its members that careful and consistent support should be given to the weekly labor paper and their official magazine by making especial mention to advertisers and business men whom they patronize; for it is those that give the sinews of war that make it possible for creditable papers and magazines to be published, which in turn are loyal supporters of their organization and its principles.

When patronizing an advertiser just say, "I saw your advertisement in our paper" (or magazine). It helps wonderfully, and convinces the advertiser that he is getting some return for the money he has spent with your paper. If it be a non-advertiser you are patronizing, just keep after him until he becomes an advertiser, thereby promoting the interest of your union and yourself.

[Brother Walker has embodied in the following epigrammatic suggestions some of the wisdom accumulated by him as the result of years spent in the school of experience. These are so much to the point that the editors are glad to pass them along for the benefit of brethren along the line who have organization problems to deal with.—EDITORS.]

"'The Lord helps those who help themselves,' applies especially with force to federal employees. Be a pusher—up and doing, all the time."

"Spend fifteen minutes a day urging the value of organization on your associates. You'll be surprised at the good results and quick returns."

"Don't neglect the social features of the Union. We all need recreation and amusement after the hours of toil."

"Don't you feel more self-respecting and independent since you joined our Union and feel that you are working with your associates in a common cause?"

"The Union is the worker's business institution. How much capital and time are you giving to your business institution?"

"How many new members have you secured for your Union during the past month? Persistent trying is practically applying the principle."

"It rests with you to do your share towards making Union meetings interesting. Don't expect the officers and a few enthusiastic souls to do it all. Your presence is a help, and your active cooperation in the work is still better. You should act your full part all the time."

"Favorable newspaper publicity, local and national, promotes unionism's welfare."

"Trade-unions are the natural, logical and commonsense method through which and by which the universal, vital, overshadowing problem of labor will be settled—and settled right, too."

"If you find yourself not thoroughly posted on unionism, spend a quarter of an hour every day for a couple of weeks reading THE FEDERAL EMPLOYEE. You'll be surprised how soon you'll grasp the meaning of our movement and its principles."

"Do you attend the meetings of your Union and hear the reports of your officers and delegates to the Central Labor Union? Are you showing to organized labor that the federal employees' movement is a valuable adjunct to the organized labor movement of this country? It is your duty to do your full part in the trade-union movement and prove that the National Federation of Federal Employees is worthy of the support of all trade-unionists."

"By the shorter workday we mean simply a longer living day. See? Think this over."

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The Minimum Wage Hearing

Few, even among government employees, it is believed, have a keen realization of the living conditions of thousands of their fellows, who are victims of a starvation wage schedule. At this hearing, one of the most notable in many respects ever held before a congressional committee, the sordid facts were brought out once more into the open. The minimum wage question, from the standpoint of both theory and practice, especially in its bearing on the government service, was discussed from many angles.

IT MAY well be doubted whether there has ever been a congressional committee hearing more replete with real human interest than that on the Johnson-Nolan Three-dollar-a-day Minimum Wage bill, held on January 28 last before the subcommittee of the Senate Committee on Education and Labor. In addition to the members of the subcommittee, Senators Jones, of New Mexico (chairman), Hollis, and Borah, there were present Senator Hiram W. Johnson and representatives of many organizations of government and District of Columbia employees.

Among others present were: Luther C. Steward, president, National Federation of Federal Employees; Dr. John A. Ryan, professor of political science, Catholic University, Washington, D. C.; Henry Sterling, legislative representative, American Federation of Labor; W. F. Ogburn, statistical expert, National War Labor Board; Victor T. J. Gannon, former manager Employers' Association of Chicago; Peter J. Lydecker, Trenton, N. J., representing custodian service; John O'Brien, New York, N. Y., representing customhouse laborers; Frank A. Bush, Baltimore, Md., representing custodian service; M. Thompson, Baltimore, Md., representing messenger service; Edwin P. Baldwin, Baltimore, Md., representing watchmen; J. J. Flynn, Baltimore, Md., representing bonded warehouse laborers; Ethel M. Smith, executive secretary, Women's Trades Union League; George W. Fisher, Philadelphia, representing port laborers; Abraham L. Adler, Philadelphia, Pa., representing laborers in appraisers' stores; Jessie R. Haber, executive secretary, Consumers' League; Maude F. Aiton, representing School Teachers' Union; J. C. Hurley, president, City Employees' Association; William B. Franklin, president, Federal Employees Union, No. 89; Richard Taylor, president, Local Union No. 71, N. F. F. E.; James Yates, watchman, Bureau of Engraving and Printing.

PRESIDENT STEWARD OF N. F. F. E. SPEAKS FOR EMPLOYEES IN GENERAL

President Luther C. Steward, of the National Federation of Federal Employees, in response to a question by the chairman, spoke of the noticeable difference in the readiness of government employees to appear at this hearing compared with their unwillingness to testify a couple of years ago, before the cost of living had increased so alarmingly as to overcome a natural personal pride in many cases. Mr. Steward declared that the Government is probably the only—

> large employer in the world that takes no consideration of the cost to the business of its turnover.
>
> Any private employer, who is able to keep out of the bankruptcy court, realizes that a skilled employee has cost the business a considerable amount of money for training and is an asset. In many businesses their chief assets are the experience of their employees. The Government alone gives that no consideration. The question which involves the Government in its dealings with its employees is the statutory amount or the custom of payment of a certain fixed sum, and regardless of the value of that employee, he or she is permitted to accept outside employment, without any attempt made to take advantage of that experience which has caused the Government large sums of money. That net loss to the Federal Government runs into the millions of dollars every year, and it is an economic waste.

The chairman then asked President Steward whether his study of the matter had led him to expect "any substantial decrease in the cost of living in the next four or five years." To this Mr. Steward replied by giving the published opinion of Messrs. Lewis F. Swift and J. Ogden Armour, both in the negative.

The chairman wished to have appear in the record of the proceedings what he considered an interesting fact, "that a very valuable witness before the Committee on Education and Labor last week, he being the employment manager of Hart Shaffner & Marx, wholesale ready-made clothing makers, said that he did not expect any decrease in the cost of living and that his company had made contracts with their labor for the next three years, assuming that the cost of living would not decrease."

Mr. Steward then submitted the following table:

Estimated number of employees in the Federal civil service who would benefit by the passage of the Johnson-Nolan minimum wage bill.

Department or independent establishment	*After receiving an increase of* $360 *per annum*	$240 *per annum*
Department of Commerce..	5,276	3,288
Navy Department.....	142	314
Government Printing Office	66	100
Post Office Department...	144	265
Treasury Department.....	7,066	7,929
Department of Labor.....	78	153
State Department.....	49	105
War Department.....	1,520	3,042
Department of Agriculture	1,015	1,576
Department of Justice....	47	90
Interior Department.....	1,481	4,290
Civil Service Commission.	24	33
Library of Congress.....	43	48
District of Columbia	676	2,446
Total.....	15,627	23,681

In connection with the foregoing table Mr. Steward estimated the cost of carrying out the Johnson-Nolan bill, on the basis of a $360 emergency salary increase, at $10,000,000, and at double that sum should the increase be but $240 a year. He drew attention to a proposed amendment making the bill effective from the date of its passage.

The witness further testified that a situation had come to the attention of the National Federation relative to a class of employees excluded from the benefits of the bill under discussion as it passed the House, namely, those who are receiving "quarters and subsistence in addition to their compensation. They are chiefly found in the lighthouses, the coast guard service, and in the Indian schools. These three services are notoriously poorly paid, and to exclude these people wholly from the provisions of this act would be to discriminate very materially against them as the greater portion of those employees with their compensation plus subsistence and quarters, at

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a fixed valuation, would still be below the minimum rate."

He therefore offered this amendment:

That in the case of an employee receiving quarters and subsistence in addition to his compensation the value of such quarters shall be determined by the head of the department, and the compensation of such employees, plus the value of quarters and subsistence, shall in no event be less than the rate fixed by this act.

"This leaves it to the judgment of the appropriate head of the department to estimate or compute whatever the subsistence is worth so that the whole could be summed up in the aggregate and to that added sufficient compensation to make it as it is in this bill."

Then on line 8, page 2, in connection with the provision that this act shall apply only to those persons who have been continuously in the employ of the Government of the United States or in the employ of the Government of the District of Columbia for a period of not less than two years—

"We feel that that limitation should be stricken out for the reason that, as a minimum wage, this is designed to fix a point below which an employee cannot live in decency and maintain either himself or those dependent upon him. The pinch would fall just as heavily upon one who had not served that length of time as the employee of a longer tenure, and we feel that as this should be the basic wage from which all salary reclassification in the Federal service would begin, the restriction as to time should be eliminated.

"There is one further addition in order, that as this is a minimum wage, it should not work a hardship against any existing wage rate in the case of an employee, and a further proviso might be added at the bottom of the first section reading:

Provided further, That nothing in this bill shall be permitted to operate to reduce the rate of pay or compensation now received by any employee."

An inquiry from the chairman brought out the fact that in Mr. Steward's judgment all temporary employees of the Government, if on the federal payroll, should receive the benefits of the minimum wage bill. Those employed on contract work would not be included.

In conclusion, Mr. Steward referred to the question which had come up during the morning hearing as to whether or not so-called brain workers were organized in this country in connection with the trades-union movement. Some reference was made to the teachers, who have five locals in the District of Columbia and about forty locals throughout the country, and he wished to add that in the organization which he represents, the National Federation of Federal Employees, there were 116 branches throughout the United States, and it has within its membership all classes of government employees from the lowest paid up to the highest skilled technical and professional positions in every section of the country. So that it might be stated, without fear of contradiction, that the brain workers are fairly well represented in the organization.

SAD PLIGHT OF THE CUSTODIAN FORCE PLAINLY TOLD

Mr. Chas. F. Nagl, fifth vice-president of the National Federation of Federal Employees, employed as Assistant Custodian of the Federal Building in Chicago—the largest government building in the United States—presented a petition (printed in our February issue, page 78) signed by a large number of the employees of the Custodian Service and favorably endorsed by the judges of the United States Court, the District Attorney, and many other officials, stating in substance that they are the lowest paid employees in the government service; that they are for the greater part elevator conductors, watchmen, laborers, and charwomen; that it is impossible for them and their families to live on the wages paid them; that these wages are much less than paid in private employment for the same kind of work; and that about three-fourths of the custodian force are compelled to do additional work in order to live.

One of the $27-a-month employees, who had been living in one room and supporting her aged father, had died in the Oak Forest Tuberculosis Institution and the physician in charge had gone to Mr. Nagl's office and accused him of murdering the woman because he had not paid her proper wages, although it had not been his fault, as he had no authority to increase them.

Answering a question by the chairman as to resignations, Mr. Nagl stated that there had been more than 150 during the fiscal year, and that the Civil Service Commission having been unable to furnish employees, he had been compelled to advertise in the Chicago papers at his own expense, but without result; he had also appealed to the United States Employment Agency, but they could not furnish help on account of the low wages paid. Mr. Nagl's testimony developed the fact also that most of the watchmen and elevator men had left rather than work seven days a week and buy their uniforms out of their $60 a month wages, while an oiler had exchanged his $70 a month position in the Federal Building for an $8 a day one in the steel plant.

Mr. Peter J. Lydecker, president of the Trenton, N. J., Federal Employees Union, was also a witness in behalf of the Custodian force—speaking for the janitors, laborers, and charwomen employed in the federal buildings throughout the country. He said that their salaries range, for janitors, from $55 to $65 per month. Firemen receive $55 to $60 per month, and the watchmen the same. The laborers receive from $50 to $55 per month, and the charwomen $20 to 25 a month. A majority of the charwomen are widows with children, and have to seek outside employment in order to live. Asked why it was that charwomen, who have hard and disagreeable work to do, are so poorly paid, Mr. Lydecker replied that he could not tell except that it is a government rule to pay this amount, while similar positions on the outside pay $55 to $75 a month. The reason for the Government being able to get charwomen for less than is paid elsewhere the speaker explained by saying:

"Well, I will give you one instance why I think it is. A woman some three years ago lost her husband and when he died he left her with two small children. She had heard about office buildings and the women working there were able to get tips from the different tenants in the building. When she was appointed to work in this federal building she had an idea that while the salary was $25 a month she would be able to earn a little more because of the tips, and when afterwards she found out that she could not make any more than $25 a month, she went to work and solicited family washing from people around to do after her hours of labor. She has to report at 5 o'clock in the morning at the building and close up her work and finish it up by 10 o'clock, so as not to interfere with the office forces and the men working in the different offices. She does that day in and day out six days in the week."

On behalf of Federal Employees Union No. 80 Mr. Lydecker presented a detailed statement of a number of personal experiences of which the following are typical:

Another case is that of one of the laborers employed in one of the federal buildings who had the misfortune to lose his wife suddenly by death. His family consisted of himself, wife, and four children. His salary was only $50 per month; his wife had tried to assist him by doing work for private families, but owing to ill health was obliged to cease her work, so that when the grim reaper death entered that home it found them totally unprepared to receive him. This man by frugality had saved a dime at a time toward purchasing a suit of clothes to the amount of $20. This was all the money that he possessed and that was not sufficient to pay for the burial of his wife, and only for the kindness of an undertaker who knew of the position that he

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held under the Government and who agreed to accept payments for the burial on monthly payments this woman would have had to be buried at the public expense.

In the federal building at Trenton, N. J., two of the men of the custodian's force resigned after a service of less than three months to accept like positions with private concerns, giving as their reasons for leaving the service that they could not live upon the salary they received. One has a position that pays him a salary of $25 per week, with rooms free, and the other has a position that gives him a salary of $21 per week, and extras, with no Sunday or holiday work.

In another federal building where charwomen are employed was a woman who was a widow with two small children, and there is no doubt that at the time of her appointment that she was all that a woman should be. Having lost her husband by death, she naturally sought for work to support herself and her little ones, and obtained the position of charwoman. Her salary of $25 per month not being sufficient to support her family, she engaged in other work until her health failed her. She could not stand the strain of the washtub every day, and when almost on the verge of starvation, the tempter came to her and she fell. And I believe that, if the facts were known, this is not an isolated case by any means.

But if, sirs, the living wage of the men in the custodian service is not sufficient what shall be said of the charwomen employed in the same buildings? All the positions in the custodian service need to be filled with men and women who are above reproach. They all have certain responsibilities resting upon them. From the janitor in charge to the charwoman there is at all times before them the opportunity to be dishonest, and yet there is not a more honest body of men anywhere than among the janitors, laborers, watchmen, firemen, and charwomen employed in the custodian service of the United States Treasury Department, nor a class of employees who render better service.

The witness laid before the subcommittee detailed data showing the greatly increased cost of living in a number of New Jersey cities since 1916; also a war schedule "of wages paid by municipalities, private individuals, and manufacturing plants" in various parts of the same state. This schedule shows that the average wage paid common labor in New Jersey is much higher than that paid by the Government to the custodian forces in the public buildings.

The Custodian Service was further represented by Frank A. Bush, a member of Federal Employees Union No. 21, of Baltimore, Md., who spoke from stern experience in that service in the Baltimore Postoffice. The conditions there, according to the witness, were much the same as pictured by other witnesses of the custodian force. Many vacancies cannot be filled owing to the low wages paid. The laborers in the postoffice are dissatisfied further because some taken from the civil service list receive $900 a year, while others, who do harder work, get but $660 and $720.

DR. JOHN A. RYAN DISCUSSES MINIMUM WAGE THEORIES

Dr. John A. Ryan, professor of political science in the Catholic University, appeared before the committee on behalf of both the National Federation of Federal Employees and the Monday Evening Club of Washington, which latter organization had asked him to present their resolutions endorsing the Nolan bill and offering their assistance in securing its passage.

In discussing the theory of the minimum wage, Dr. Ryan expressed his lack of faith in competition or rates in private employment as appropriate standards, inasmuch as such standards are themselves incorrect. From both ethical and economic considerations the lowest wage paid any employee, whether in private or public service, should be sufficient to maintain the worker in decent comfort. Ethically considered, the right to live decently is as important as the right to protection against thugs and burglars, and when society is so organized industrially that a great number of people, instead of having direct access to the resources of nature, are forced into the wage-earning class, their welfare should be considered to at least that extent; and even from an economic viewpoint, the cost of having any considerable class of people working for less than living wages is much greater to society than legislation to prevent employment on such a scale.

Asked whether he would make any difference between a man with a family and one who has not a family Dr. Ryan said he would not; that objection was often made to a minimum wage for women workers on the ground that the majority of women workers live at home with near relatives and the cost of living is cheaper for them and consequently that it is not quite fair to require the great majority of women employees to be paid wages sufficient to support those that live away from home, who are a minority. Now, if the wage is fixed at the cost of living of the woman who lives at home, then the other woman will not get enough wages, because competition will rule in her case. So in the same way, if the cost of living for an adult man is fixed at the cost of the man who has not a family, then the man who has a family will be discriminated against.

Another important consideration, Dr. Ryan contended, is the duty of the state to encourage marriage. Therefore the situation in which the wage is fixed at the cost of living of the unmarried man is bad socially, for it leaves the majority of the working class little or no opportunity of saving so as to provide for marriage at the proper time. The witness thought, moreover, that the living wage in the proper sense should be sufficient to provide not only for the present needs of the family under reasonable conditions but to provide as well for unfavorable changes in life, as sickness and old age.

Asked by the chairman how, in advocating a bill which proposed to change compensation from a competitive basis to a provision requiring a wage sufficient to furnish the comforts or luxuries of life, he could escape the suggestion that the condition of the individual employee should be taken into consideration, Dr. Ryan answered that theoretically he could not escape it, but as in the case of every other legislative enactment, the average situation had to be dealt with; and so the defenders of the present measure had come to the conclusion that they would have to accept arbitrarily the average family, which, in the working class, is between four and five, and adjust the wage to that, admitting that some are going to be gainers and others are not going to have quite enough, but that this was the best that could be done to meet a practical situation.

The wage of $3 a day carried by the Johnson-Nolan bill seemed rather low to Dr. Ryan, although he deemed it adequate three or four years ago when first proposed. This led the chairman to state that for a man with a family of three, for instance, $3 a day is certainly little enough. The question which had troubled him was whether a young man or woman, an apprentice, so to speak, should be given the same pay as the man who had been long in the service and was rearing a family. Further, in filling positions the Government appointing officers would naturally seek the best talent they could get for the salaries available. What would be the effect on the partially disabled?

Dr. Ryan declared himself of the opinion that the wage scale should take some account of the fact that a person is only a beginner. Regarding the second point just referred to he suggested that there should be special provision made for those below the scale of average efficiency.

The chairman expressed the fear that good salaries and the advantages of Washington combined might tend to draw here young men from all parts of the country, who would crowd out thousands of the older employees. To this Dr. Ryan replied that the result would doubtless depend on the operation and administration of the civil service law, but that in any event the efficiency of the government service in the long run would be improved.

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What the effect of the minimum wage in the pending bill would be on the proposed retirement measure was another consideration advanced by the chairman, who announced his hearty sympathy with some such measure as the McKellar-Keating bill. He spoke of employees receiving a minimum of $1,080 a year, while under the retirement system as it now stands they could get not more than $600 a year.

To this Dr. Ryan responded that few men at, say, sixty-five, would have dependents other than wives and that the retirement allowance would enable the man and wife to live.

MINIMUM WAGE DISCUSSED FROM TRADE-UNION VIEWPOINT

Mr. Henry Sterling, legislative representative of the American Federation of Labor, declared the purpose and effect of the minimum wage is to protect the weak against the strong, to defend those who are economically defenseless against those who have the power to impose upon them. It is no new thing, but is the foundation of trade-union activity.

Answering a query of the chairman, Mr. Sterling said that the trade unions are spending thousands of dollars to bring unorganized workers into the union labor movement.

Mr. Sterling, in emphasizing his statement that the minimum wage is no new thing, said that cities, towns, counties, and states throughout the whole country have time and again set a minimum wage for laborers.

Regarding a point raised by the chairman, that a government minimum wage would deaden the ambition of many young men and keep them in a rut, Mr. Sterling took the ground that the defect would be found in the individual, not in the law, and that many persons would make use of the same opportunities to mount to higher levels. Senator Hollis thought the difficulty is that a man who has a sure salary seldom dares to try his wings out in the world.

Throughout this country and the world, urged Mr. Sterling, minimum wage adjustments and legislation have promoted the general welfare of the laboring people. He knew of no better service to the nation than to give to the children of the laboring class a better opportunity. *The Government here, one of the strongest nations on the face of the earth, chooses, through Congress, in nearly every department to underpay its servants, not only these particular clerks, but in nearly every department it chooses to pay less than the current and prevailing wage.*

As to the case of the single versus the married man, the witness said that discrimination against the former would discourage marriage and the rearing of families. The worth of a job, he thought, must necessarily be determined as with a barrel of potatoes, by competition in the market, and the man who does the work, whether married or single, is entitled to the pay for the service performed. He made this qualification, however, that wages must not be allowed to sink below the level at which the worker can marry and rear a family. There is not a place in the United States, in Mr. Sterling's opinion, where a man can rear a family on $3 a day as an American family should be reared.

After stating that the minimum wage law of Massachusetts has done much good despite the fact that it has been robbed of some of its effectiveness by the action of the employing class, the witness gave the following reasons for the adoption of a minimum wage law:

1. Minimum-wage legislation promotes the general welfare because it tends to protect the weaker workers from economic distress that leads to bad health and inefficiency.

2. The passage of this measure would be some evidence that Congress is rising to a realization of its public responsibilities and particularly its responsibility to its underpaid employees.

3. It will be the best means of insuring industrial peace so far as this class of employees is concerned, and would stimulate confidence in the intention of Congress to do the fair thing by public employees, in the minds of millions of workers.

4. It would stop some of the congressional exploitation of helpless workers.

5. It would develop capacity and efficiency.

6. It would keep together trained workers who have rendered loyal service for under wages during a critical emergency.

7. It would tend to heal the sense of grievance in employees, who would become in this manner better informed as to the exigencies of their trade and it would enable them to interpret more intelligently the meaning of the pay roll.

8. It would give the public some assurance that Congress does not intend to continue the industrial abuses which have been perpetrated upon public employees.

9. In many of the departments of the Federal Government are thousands of employees receiving less than current or prevailing rate of wages for their services.

(To be continued in our next issue)

Unto those who talk and talk
This proverb should appeal,
The steam that blows the whistle
Will never turn the wheel.

—*Selected.*

National Organizer Peabody's Activities

DURING the month beginning about the middle of January, National Organizer R. E. Peabody swung through quite a circle, from Indiana and Kentucky to Oklahoma. He was successful in organizing a new local in Evansville, Ind., composed largely of employees of the Marine Hospital Service, Bureau of Animal Industry, and United States Employment Service, for which a considerable increase in membership is anticipated.

With the cooperation of Third Vice-President Etheridge of the National Federation another local was formed among the employees of the Indian School at Wyandotte, Okla.

Brother Peabody devoted much time to organization work in conjunction with local union officers and others friendly to the cause, in Louisville and Indianapolis. In both cities he found the government employees favorably disposed toward our movement and looks for good results soon.

In addressing a meeting of the postal clerks in Louisville, Brother Peabody advocated the plan of having fraternal delegates among the various organizations of federal employees, with a sort of district council, a plan which seemed to meet with approval.

At Jeffersonville, Ind., Brother Peabody found an unsettled state of affairs, many employees having been laid off as the result of the signing of the armistice. The indications were that normal and more favorable conditions would soon prevail.

At Muskogee, Okla., a largely attended and enthusiastic mass meeting of the employees was held. This was addressed by Superintendent Gabe Parker of the Indian Service, who is a strong friend of our cause, and by Miss Etheridge and Brother Peabody. The officers of this local feel that much good will result.

Couldn't Find the Place

A very small man—not only small as to stature but lacking also in width of beam—sat in a street car until he became tightly wedged in from both sides. Then there entered the car a large, handsome woman, upholstered to the minute. She took the strap in front of the small man and was hanging to it in discomfort when the small man arose with a flourish of politeness and touched her on the arm.

"Take my seat, madam," he said, with a bow and a smile.

"Oh, thank you very much," she replied, and turned toward the seat.

Then, smiling genially, she asked:

"Where did you get up from?"—*Selected.*

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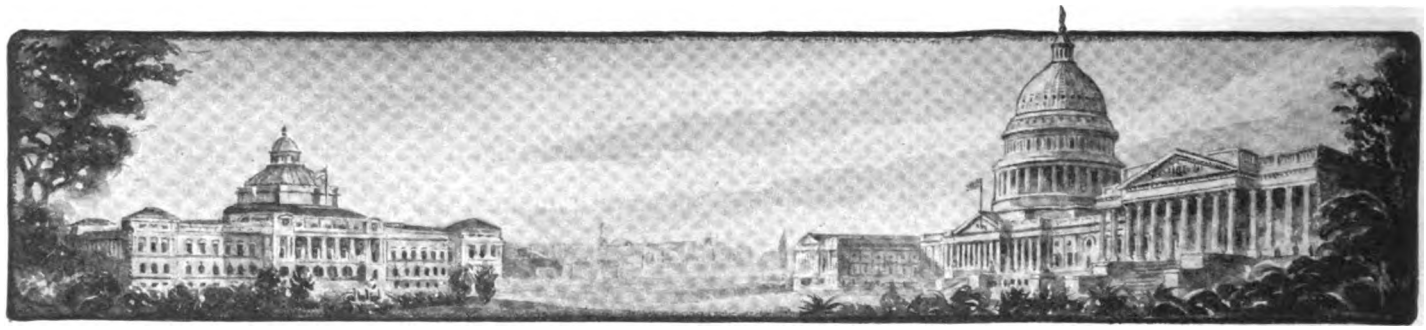

Editorials

A NATIONAL WAGE BOARD

If a lasting peace among the nations of the earth can be accomplished by the formation of a League of Nations, as urged by President Wilson, why not apply the same principles to the contending forces in the industrial world and thus bring about a lasting industrial peace, too?

During the stirring times of the last year our country has enjoyed an unprecedented era of industrial peace. There has been virtually no labor trouble, owing to the foresight of our Government in appointing a War Labor Board composed of representatives of the manufacturers, labor, and the public. All grievances that arose were quickly and satisfactorily adjusted by this board. It performed splendid service in settling disputes and the country has profited immensely by its experience. The war is over, and it is contemplated that with the conclusion of peace this board shall pass out of existence.

WHY? The War Labor Board has convincingly proved its topnotch efficiency in settling every industrial dispute that arose in times of war. Is there any reason in the world why it should not function equally well in times of peace? Positively not. Instead of abolishing its functions its power and scope should be enlarged. A nation-wide movement should be started for the establishment of a permanent National Wage Board. This board should have supervision of the adjusting of wages of all federal employees and employees engaged on work contracted for by the United States. It should be one of the functions of the board to establish by investigation the cost of living in every city or district in the United States as is now done by the Bureau of Labor Statistics. It should fix, by proclamation, annually or semi-annually, as may be found better, the minimum rates of pay that must be paid to each group of workers in each district or locality. And no employer of labor engaged on government work should be permitted to pay to his employees less than the standard minimum wage as fixed by the board.

General working conditions have greatly improved during the war. The eight-hour basic work day and the five-and-a-half-day week are accepted as "law" everywhere in the industrial field. Why should not all federal employees enjoy similar privileges? It is true that many civil employees of the government work but five and one-half days, but there are thousands, especially along the Canadian and Mexican borders, who are required to work fourteen to sixteen hours a day without even a single holiday in months. Such working conditions are out of keeping with the times. Let us petition Congress that *all* federal employees shall have at least one day's rest in seven.

There is no time for starting a movement for a permanent National Wage Board more appropriate than the present. Our country is now passing through the period of reconstruction. Autocracy is everywhere displaced by democracy. Oftentimes in the past it has been the practice of the autocratic manufacturer to fix the sale price of his product first and pay the workers a mere starvation wage. When the worker faced conditions that were unendurable and demanded an increase he was told that on account of the small margin of profit the employer could not possibly pay more. Let there be an end to such practice. Reverse things. Let some competent authority fix the cost of living of an average family, then fix the minimum wage that must be paid to the worker and let the manufacturer fix the price of his product accordingly.

The best solution of our vast and far-reaching labor problems is the establishment of a permanent National Wage Board. What has proven a success in war will prove a blessing in peace.—W. E. JUNKER.

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"WHY ORGANIZE?"—AN ANSWER

"For years in the Committee on Appropriations I have been seeking to raise the salaries of the lower-paid officials, those receiving $720 and $840, but my efforts have been unavailing. This year the effort failed by a tie vote." Representative Stafford of Wisconsin, a member of the subcommittee of the House Committee on Appropriations which made up the Legislative bill, thus expressed himself in the recent debate on that measure.

This statement is assuredly both interesting and enlightening. Think of it! Years of effort required, including the lean, hungry years on which our lot of late has fallen, to rise to the height of a tie vote in the Appropriations Committee of the House of Representatives on the question of paying these government workers (on full time) more than the bare pittances of sixty and seventy dollars a month. Shades of the War Labor Board! If *these* employees, kept on starvation wages, could in years make no headway, what is the prospect, pray, for the permanent relief of the thousands of their fellow-workers who are somewhat more fortunate in the stipends drawn by them, except as by means of collective action they may be able effectually to bring before the country and Congress the justice and urgency of their cause?

Yet in the teeth of the situation thus revealed, some of our national lawmakers, including Mr. Stafford himself, profess inability to see any justification for organization on the part of federal employees! Does not Mr. Stafford's own confession furnish a complete answer to the question, Why should government employees organize?

Organization is the key to the door of hope, which for far too many government employees has been bolted and barred these many years. Organization means the opportunity of ascertaining authoritatively the needs and wishes of the great mass of the workers and, more than that, as has been clearly shown, the opportunity of transmuting the initiative and energy of thousands into effectual ACTION, action which is fully as essential today for the upbuilding of the civil service as for the benefit of the employees, if indeed the interests of service and employees can properly be separated.—J. G. G.

NFFE

OUR THIRD ANNIVERSARY

Before these words shall greet the eyes of our readers the third anniversary of the real beginning of the present movement for the organization of civilian federal employees along broad lines will have come and gone. It was on the first day of March, 1916, that a number of government workers in Washington, stirred by the effort to enact into law the Borland amendment, applied to the American Federation of Labor for a charter, which was subsequently granted. Several years earlier a small band of federal employees by the Golden Gate, blessed in an unusual degree with courage and foresight, had taken a similar course. Thus East and West joined hands to make common cause with the other organized wage-earners of the land.

The child of three years has grown in stature and strength beyond its age. The two unions, separated by the width of a continent, have increased nearly sixty fold. Much of progress and achievement has been crowded into this brief period and today the sun shines brighter than ever in augury of the things to come.—J. G. G.

NFFE

THE GAUNTLET THROWN DOWN

In this day of grace, when Democracy is on every lip, a bold note is sounded by the United States Patent Office, which challenges the attention of other government bureaus. In behalf of the Patent Office the claim is urged that the service throughout the technical and legal corps, from top to bottom, is democratized to a greater extent than in any other federal bureau. In support of this contention the facts are cited that the present Commissioner of Patents has filled at various times seven subordinate positions in the Office and the First Assistant Commissioner, three, while the Assistant Commissioner and all five members of the Board of Examiners-in-Chief have risen from the examining corps.

On the face of the record this seems to be a remarkable showing. Does any other bureau challenge the supremacy of the Patent Office in this respect?—J. G. G.

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With the Poets

The Arsenal at Springfield

This is the Arsenal. From floor to ceiling,
Like a huge organ, rise the burnished arms;
But from their silent pipes no anthem pealing
Startles the villages with strange alarms.

Ah! what a sound will rise, how wild and dreary,
When the death-angel touches those swift keys!
What loud lament and dismal miserere
Will mingle with their awful symphonies!

I hear even now the infinite fierce chorus,
The cries of agony, the endless groan,
Which, through the ages that have gone before us,
In long reverberations reach our own.

The tumult of each sacked and burning village;
The shout that every prayer for mercy drowns;
The soldiers' revels in the midst of pillage;
The wail of famine in beleaguered towns;

The bursting shells, the gateway wrenched asunder,
The rattling musketry, the clashing blade;
And ever and anon, in tones of thunder,
The diapason of the cannonade.

Were half the power that fills the world with terror,
Were half the wealth, bestowed on camps and courts,
Given to redeem the human mind from error,
There were no need of arsenals or forts.

Down the dark future, through long generations,
The echoing sounds grow fainter and then cease;
And like a bell, with solemn, sweet vibrations,
I hear once more the voice of Christ say, "Peace!"

Peace! and no longer from its brazen portals
The blast of War's great organ shakes the skies!
But beautiful as songs of the immortals,
The holy melodies of love arise.

—LONGFELLOW.

Child Labor

Wherever little children toil for bread,
Through force, parental wantonness or need,
The country's veins and arteries must bleed
A[illegible]its vitality snap, thread by thread,
[illegible]follow. Where the child is laid
altars of your gain or greed
[illegible]ower of brain or hand can intercede
the doom such sacrifice has made
Jus[illegible]ribution? You who use the name
"A Christian nation," how you thus pursue
The heathen's course! Beneath your freedom true
How you continue these foul acts of shame
Which brand you faithless, void of heart and soul;
Dull-eyed to life and far perfection's goal!

Where little children toil in pain and woe
With poor, frail bodies; where their backs are bent
With sordid labor, tell me what is meant
By this great spectacle, this mighty show
Of costly edifice and towering spires?
This boasted mercy, love, intelligence?
This great devoutness, piety intense?
These high priced preachers, priests and vested choirs?
How do you call it? Is it truth or lies?
Is mine alone the courage to condemn?
Give freedom, health and happiness to them,
The little children—whom your acts despise!

—LAURANA SHELDON.

The Sun Never Sets on Red-Triangle War Workers

We have met 'em in the rest-camps, we have met 'em in the trench,
We met 'em on Gallipoli and when we joined the French.
In Suez and in Sinai we have fought, and everywhere
The chance of war has shifted us, the Y. M. blokes were there.
We have rather come to fancy when we occupy Berlin
The Y. M. blokes will met us with a steaming coffee tin.

—*Literary Digest.*

The Little Towns

Towns are set down in the casualty list
That few of us ever have known;
Hamlets that even geography missed—
Fulton and Maytown and Rhone.

Towns whose main street is a broad, dusty lane
Brought into print with a sigh;
Home of a soldier who weltered in pain—
Hydeville and Goshen and Nye.

Hamlets with only a store and a shop,
Giving a boy for the cause;
Towns where the slowest of trains barely stop—
Atlas and Foxport and Hawes.

Dotting a valley or crowning a hill,
Sending their best with a smile,
Laugh at the whimsical names, if you will—
Morehead and Wahoo and Nile.

Towns that are peaceful, old-fashioned and slow,
Reading the lists for their lost,
Towns that were eager to see their boys go—
Grapevine and Cross-roads and Frost.

Towns that will never seem paltry again,
Hallowed by graves over there,
Valiant their children who perished like men—
Ozark and Red Cloud and Clair.

—HINTON GILMORE *in Leslie's.*

Respectfully Dedicated to W. H.

'Tis done—but yesterday a King!
And armed with Kings to strive—
And now thou art a nameless thing,
So abject—yet alive!

The triumph and the vanity,
The rapture of the strife—
The earthquake voice of Victory,
To thee the breath of life.

The sword, the scepter, and that sway
Which man seemed made but to obey,
Wherein renown was rife—
All quelled!—Dark Spirit! what must be
The madness of thy memory!

—From Byron's Ode to Napoleon (1814).

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Bill Jones' Mule

Old Bill Jones had a kicking mule
He couldn't cure. The gol darned fule
Would kick all night and kick all day;
Hoist up his heels while eatin' hay.
He'd a "hee-haw" like a demon's screech;
He'd hit at ev'rythin' in reach;
And when his eyes saw nothin' there,
He'd kick away at the empty air.

But Bill is sure the wisest cuss;
He didn't raise a nasty fuss,
Ner trade the mule ter an innercent.
He knew what conservation meant:
He fixed a harness, strong and tight,
Till that mule's heels was a wondrous sight;
And then, with pulleys, belts and wheels,
He utilized them wasteful heels.

At ev'ry kick the wheels would turn;
He pumped the water; ran the churn;
Did the washin'; sawed the wood;
Ground the feed and ground it good;
Chawed the pigs to sausage meat;
Baled the hay and threshed the wheat;
Dug the ditches; laid the tile;
Stretched the wire fence more'n a mile;
Chopped the silage; shred the corn;
Milked the cows both night and morn;
Turned the cattle out to graze;
Dried the wash on stormy days;
He ran a little dynamo;
And, as his feet zipped to and fro,
They stored the wily 'lectric juice
In batteries for future use;
So house and barn were lighted well,
With current left enough to sell,
Till no one need to go without,
Who lived within ten miles about.

In fact, Bill Jones grew rich and fat,
Which isn't to be wondered at.
He'd caught the secret of the hour—
The harnessin' of wasted power.

Some genius of inventive mind
Should study hard and method find
To muzzle, rope or tie the men
Who waste their force in kicking, when
They might be turnin' wheels instead
And movin' this old world ahead.
Such mind would have endurin' fame,
And all the earth would praise his name.

—CHARLES ELBERT WHELAN
in *The Country Gentleman.*

Seasonable

"And what is so rare as a day in June?"
The poet has sung before.
'Tis a day in *March,* I reply in tune,
For then it is truly *raw!*

—*Life.*

Charge of the Tank Brigade

(Shade of Tennyson, forgive!)

Half a league, half a league,
Half a league onward,
Move like the scythe of Death,
Tanks by the hundred.
Boche bullets harmless glide
Down from their metal hide,
While from the steely Hell
Showers of shot and shell
Volley'd and thunder'd.

Was there a Boche that stayed
To see how they were made?
Not when each Fritzie felt
His hours were number'd.
Theirs not to peek and pry,
Theirs not to wonder why,
Theirs but to sprint or die.
Straight to Berlin they fly,
Huns by the hundreds.

Tanks to the right of them,
Tanks to the left of them,
Tanks back and front surround
Fritz, Hans and Herman.
Rolling the wires straight
Onward they navigate,
Crushing each creature that
Smells like a German.

What is that yellow streak
In the dim distance? Speak!
Is it a circus freak?
Has Nature blundered?
Hush! 'Tis the Kaiser's kin,
Trying to follow in
Vain his retreating chin.
Small blame you wondered.

Honor the Tank Brigade
Honor the fleet that made
Every last Boche afraid
Prussia was sunder'd.
End all this sin with them,
Help us to win with them,
On to Berlin with them!
War Lord, who blunder'd!

—HILDA SAUVAGE OWENS,
in the *New York Times.*

A Recessional

(*After Kipling*)

God of the Nation, known of old,
Supreme, all-powerful and just,
No longer on our coins of gold
Dare we inscribe: In Thee we trust.
Lord God of Hosts, forsake us not;
We have forgot, we have forgot!

Our fathers did not ask in vain
When, unashamed, they sought thine aid;
Now, in our day of stress and strain,
We falter in our faith—afraid.
God of our country, long forgot,
Forsake us not, forsake us not!

We bowed before the shrine of wealth
And, drunk with riches, went astray;
Restore, O God, the Nation's health
And lead it in the old, true way,
In sorrow, shame and vain regret
We plead that Thou will spare us yet.

Forgive our wilful waste, our pride,
Our foolish pomp and wicked lust;
Once more be Thou the Nation's guid:
That we may say "In God we trust."
For thoughtless act and idle word,
Thy mercy on Thy people, Lord!

—*Bellman.*

A Creed

I hold that when a person dies
His soul returns again to earth;
Arrayed in some new flesh disguise,
Another mother gives him birth.
With sturdier limbs and brighter brain
The old soul takes the roads again.

Such is my own belief and trust;
This hand, this hand that holds the pen,
Has many a hundred times been dust
And turned, as dust, to dust again;
These eyes of mine have blinked and shone
In Thebes, in Troy, in Babylon.

All that I rightly think or do,
Or make, or spoil, or bless, or blast,
Is curse or blessing justly due
For sloth or effort in the past.
My life's a statement of the sum
Of vice indulged, or overcome.

. . .

And as I wander on the roads
I shall be helped and healed and blessed;
Dear words shall cheer and be as goads
To urge to heights before unguessed.
My road shall be the road I made;
All that I gave shall be repaid.

So shall I fight, so shall I tread,
In this long war beneath the stars;
So shall a glory wreathe my head,
So shall I faint and show the scars,
Until this case, this clogging mold,
Be smithied all to kingly gold.

—JOHN MASEFIELD.

The Measuring Stick

It's quite the nature of most human minds to score
And measure other hearts by standards of their own;
But in this game of life one fact they oft ignore—
There never was a pack in which no knave was shown.

—WILLIS EDWIN HURD.

He who only rules by terror
Doeth grievous wrong.

—TENNYSON.

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Low-Paid Labor Spells Extravagance

The Chinese coolie costs his employer proportionately more than does the modern freight train. The American miner produces several times more than his poorly paid British cousin. Justice to workers has proved better policy as well as better ethics.

"CHEAP labor is dear labor," contends Richard Spillane, editor of *Commerce and Finance*, writing in a recent issue of *The Public*. "If cheap labor is profitable," he says, "China should vault to headship in any industry in which it embarks." By way of example, he compares the Chinese burden bearer carrying one hundred pounds of freight slung over his shoulders, for 20 miles at 50 cents—or at the rate of 50 cents per ton per mile, with railroads carrying coal at the rate of 3 mils per ton per mile, making transportation cost, "in this instance, 166 times as much as the high priced man and machine power of this country." These estimates do not, of course, take into account the cost of construction and maintenance of the roadbed, but the writer points out that this does not enter necessarily into the calculation, it being the element of freight cost that counts. If the burden bearer of China had to transport the freight carried by the railroads, each train of 100 cars would require the equivalent of 100,000 men, and every 20 miles of transportation would cost the company $50,000. Continuing, he says:

GREAT BRITAIN WITH CHEAP LABOR BEHIND AMERICA

"Great Britain pays a much lower wage scale than America. The largest single industry in Great Britain is coal. Cheap labor, or what, compared with America, would seem cheap labor apparently has not worked to Great Britain's advantage in this field, while in America better paid labor has proved profitable to all concerned. Here are some figures that are illuminating:

"COAL PRODUCTION PER MAN

	United Kingdom	United States
1902	282 tons	539 tons
1912	244 "	660 "
1917	249 "	819 "

"The figures are from the annual trade review of *The London Times*, which laments not only over the fact that the American coal miner produces from two to three times more than the British but also declares that in all England motive power is used only to one-half of the extent per employee that it is in the United States.

"If Chinese cheap labor is more costly than American labor and machine power in transportation, and British labor, which receives a much lower pay than American, produces only from one-half to one-third of what American labor does in coal mining, possibly the high wage scale is not such a nightmare as it appears to some persons.

VALUE OF LABOR PROPERLY GAUGED BY PRODUCTION

"There is one true gauge to apply to labor and only one. That is the element of production. Wages come from production. Capital simply is a link between production and wage. In their blindness and antagonism capital and labor ignore this basic fact. One encroaches upon the rights of the other and thinks it is a victory achieved when, in reality, injury is done to both. When Henry Ford established the $5 a day minimum wage scale employers the country over had a chill. Highly paid labor is cheap labor if it produces proportionately more than low paid labor. The problem of the employer in America is not so much to lower the wage scale as to increase the scale of production.

FOLLY AND WISDOM IN DEALING WITH LABOR ILLUSTRATED

"Some men in their folly do all they can not only to continue but intensify the age-long combat between capital and labor, employer and employed. Edward N. Hurley, of our shipping board, went abroad in the hope of arranging with shipmasters of the principal foreign countries to accept the wage scale and the general regulations America has established in relation to seamen's wages and the manning of vessels. Some of the leading shipping men of Great Britain have scoffed at his mission and gone so far as to call his suggestion an impertinence. And yet, every man who has been in sea service knows the pay of a sailor is unjustly low, that the food he gets is poor, that little effort is expended to provide decent accommodations for him and that he is treated more as an animal than a human being. The men who sail the ships of commerce may not be of the best estate but what a mockery we would make of our war slogan of "making the world a better place to live in" if we should accept the purblind view of British shipowners who rise up in wrath at suggestion of improving the lot of the sailor man!

"In the stress of war the patriotism of the sailor was appealed to and he did not fail to respond. He went through mine fields, through submarine-infested seas, he went to death at times and to terrible exposure many times. And back to the seas he went again to serve his country, to serve it as faithfully as the man in the trench.

"If such a selfish view as that of the British shipowners paid in the long run it might have been merit, but it does not pay. It breeds dissatisfaction, trouble and agitation, as anything that is unjust in principle and effect is certain to do. It does not make for better men or better service, and only through better men and better service by men do we progress.

"A different example is furnished by a steel company of Ohio. The head of this company studies man. He has thousands of employees. He has woven his great force into one big family. He pays good wages. He does not think that ends his obligation. Without being patronizing he does everything that is reasonable to help his army of workers to help itself. His plant is one of the model plants of America.

"Does it pay? He thinks so, for the production per man of this mill is 135 per cent of that of the United States Steel Corporation; and the Steel Corporation is not an inefficient corporation.

"That man does not believe in cheap labor. He has built up a great industry through recognition of the fact that production is wealth; that the wage scale should be regulated at all times by production; and that, not infrequently, what is termed high priced labor is the cheapest or, rather, the most profitable labor to the employer."

Child Poverty

Child poverty is the only sort of poverty that matters. The adult that has been poor as a child will never get the chill of poverty out of his bones; but he will die and make room for a better nourished generation.

There are no doubt property owners in America who tell Judge Henry Neil that it is confiscation to tax one man's property to pay for the education of another man's children. We have scoundrels of that sort in England, too. Some day they will, perhaps, have the opportunity of saying it to a higher judge. He will send them to the place he reserves for those who have learned to say "Our Father," but have not learned to say "Our Children." The one without the other is blasphemy. Also, it is an unbusiness-like folly. Neglected children cost more than well-nourished ones to everybody except their immediate parents.

If America cannot see this, there is no future for America. And it is because she has been slow to see this that so much of her past is shameful and so much of her present miserable.—G. BERNARD SHAW in *The Public*.

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Is the Government Service a Graveyard of Ambition?

Senator Smoot of Utah takes a pessimistic view of the Civil Service as a career. Unquestionably, heroic remedies for existing evils are needed—Who will take the lead in applying these, in cooperation with the workers?

"I have stated upon the floor of the Senate a number of times, and I will state again, that no friend of mine by my assistance or recommendation will be given a permanent government position in Washington, if he intends to make his calling and vocation in life a position in one of the departments."

THUS Senator Smoot, of Utah. This idea of the government service—that no man or woman with ambition should enter it as a calling—is, as the Senator says, not a new one. It has been harped upon by men of both parties, sometimes with good motives, sometimes with bad, until it has come to be quite generally believed. It has even worked its way into a well-known high school textbook on vocations, so that boys and girls throughout the country are being regaled with the cheerful theory that the service of their government is no place for a man or woman of spirit who is ambitious to enter upon a useful life work.

THE PUBLIC SERVICE RUINOUS EXCEPT AS A STEPPING-STONE

It is difficult to conceive of a more discouraging view than that presented by the Senator from Utah. The government worker, he says—

> becomes an absolute machine, and it is only a few years until he loses confidence in his ability to make a living. He gets settled down in one position, and he spends just the amount of money that he gets from the Government of the United States, and he becomes a dependent. . . .
>
> I want to say now that I have seen more good men ruined by being put into a chair in one of the departments than in any other way—men who would have made their marks in this life, men who would have stood high in their profession. . . .
>
> I like to see men encouraged to come here for the purpose of securing an education and while going to school earn enough to live on, and I want to see the universities in Washington filled with such young men; but I say now that when a man has received his certificate of graduation from the universities the best thing that can happen to him is, as soon as that certificate is issued, to be told to get out and go home and follow the vocation in life that he has previously selected.

Must this always be so? Is it not possible to make the government service what it should be—one of the most honorable professions? Will there not some day be, instead of a minority of Congressmen who understand the government organization, an overwhelming majority of Congressmen who will take a constructive view of the government service and help build up its personnel?

IN WHAT IS THE LURE OF GOVERNMENT OFFICE?

It is a matter of constant wonderment to the world outside, that so many high grade men and women are willing to serve the Government at salaries that shame the devil and often under working conditions that the Government itself would not tolerate in a private plant. Why is it?

For some the lure of a permanent tenure is effective. Others cannot escape. Having mastered certain fairly important government procedure or learned thoroughly some field of activity, they get to the position where they are of immense value to the Government, but of little value to anybody else. Their services are not marketable outside, though they may actually be worth thousands of dollars to the Government.

Another reason some men and women stay in government service at starvation salaries is, that they really like their work and stick to it from a sense of devotion and loyalty that certain Congressmen never will understand. Still another reason why government workers stay in the service is that, like most human beings, they are, after all inherently hopeful. They keep thinking: "Well, Congress gave us a pretty raw deal this year, but it cannot go on forever. Surely next year the Government will do something to make the service better!"

THE URGENTLY NEEDED CURE FOR THE EXISTING ILLS

If Senator Smoot and Senator Ashurst, and others who are genuinely interested in making America a better nation and its Government a more vital thing, really want to see a marvelous change in the government service, let them take the lead in a movement in Congress to make conditions better. It can be done. Federal employees will lend every aid. Let these Senators, with a group from the other side of the Capitol, bestir themselves energetically about such things as retirement, abandonment of the Congressional apportionment plan—a deliberate attempt to deprive the Government of the highest service—absurdly low salaries, inequalities between statutory positions and positions on lump-sum appropriations, and a few other problems that are worthy the attention of any member of Congress interested in the true welfare of his nation.

How Prohibition Won

The spectacle of an entire nation "swearing off" and signing a total abstinence pledge in the form of a constitutional amendment calls forth the very natural inquiry, "How did they do it?" The general plan of campaign was made public at a "victory" meeting held in New York the last of January, and their advice may be concisely summed up for the benefit of other organizations as follows:

1. Concentrate your efforts on the one object for which you are organized;
2. Refuse to scatter your energies over a variety of movements, however important and however closely associated with the one to which you have chosen to devote yourself;
3. Refuse to compromise on any half-way measures;
4. Keep out of partisan politics; get all the help you can from all parties;
5. Train a correspondence squad to act as minute men and, at the word of command, to fire a charge of shrapnel in the form of letters into the Congressional trenches at the psychological moment when the persuasive voice of the constituents back home most needs to be heard from.

Gems from Pension Office "Field Review"

Monogamous Polygamy. Comes now the *Arkansaw Traveler* with the following biological phenomenon:

"Jake Dickinson had two wives and her name was Delia and she died." It is conjectured that the Pale Reaper's arrival is all that saved Jake from prosecution for bigamy.

Now You See It and Now You Don't. A prestidigitator in the field presents the following:

"Of the names in the probate records, none can be found now."

Tares among the Wheat. Here is a bouquet of unrelated things fresh from the field:

"Soldier and claimant were well known in the locality. His reputation was not good, but she is referred to as being garrulous, and both joined the Presbyterian church."

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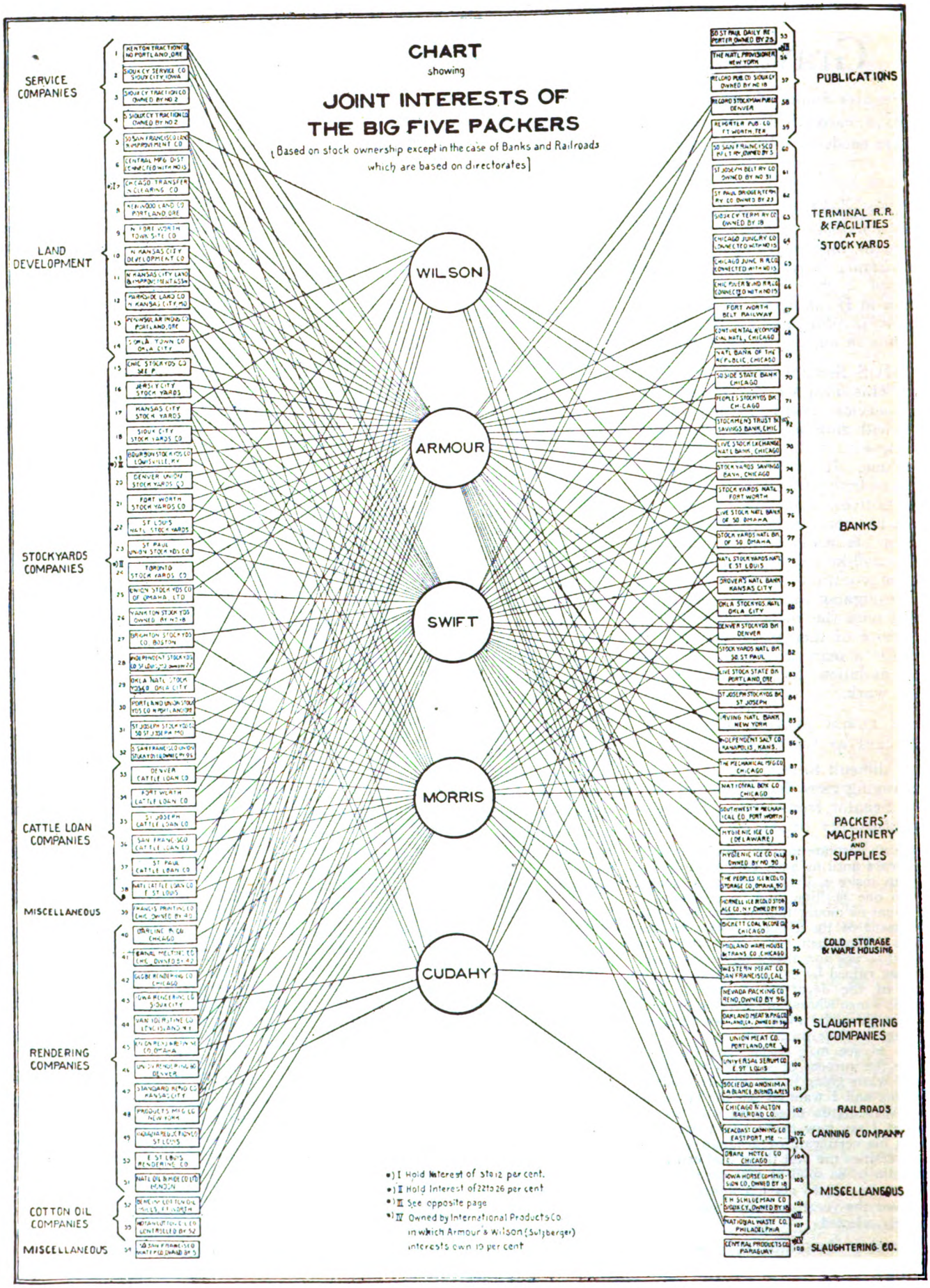

(From the Report of the Federal Trade Commission on the Packing Industry)

QUERY: TO WHAT EXTENT ARE THERE OTHER "JOINT INTERESTS" IN THE WORLD OF "BIG BUSINESS," AND WHAT IS THEIR EFFECT ON THE WELFARE OF THE PEOPLE?

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The Jester's Page

No 'Ope for 'Opkins

Chaplain—So poor Hopkins is dead. I should have liked to speak to him once again, and soothe his last moments; why didn't you call me?

Hospital Orderly—I didn't think you ought to be disturbed for 'Opkins, sir, so I just soothed him as best I could myself.

Chaplain—Why, what did you say to him?

Orderly—" 'Opkins," sez I, "you're mortal bad."

" 'I am,' sez 'e.

" ' 'Opkins,' sez I, 'I don't think you'll get better.'

" 'No,' sez 'e.

" ' 'Opkins,' sez I, 'you're going fast.'

" 'Yes,' sez 'e.

" ' 'Opkins,' sez I,' 'I don't think you can 'ope to go to 'eaven.'

" 'I don't think I can,' sez 'e.

" 'Well, then, 'Opkins,' sez I, 'you'll go to 'ell.'

" 'I suppose so,' sez 'e.

" ' 'Opkins,' sez I, 'you ought to be wery grateful as there's a place perwided for you, and that you've got somewhere to go to.' And I think 'e 'eard, sir, and then he died."—*Life.*

A Natural Inquiry

One result of this war will be that the workingman will be better paid. He'll be content no longer with the shameful wages of the past.

The workingman is showing in numberless ways his resolve to have a better share of the good things his labor creates. I know a lady who, when the submarine crisis was at its worst, lectured on cheap and tasty dishes for the masses.

"My next dish," the lady said in the course of her lecture, "is boiled cod's head. A boiled cod's head, dear friends, is, properly prepared, a dish fit for the gods. You take four cods' heads of good size and quality, place them in a casserole with salt and pepper, an onion and——"

"Wait a bit, ma'am."

A gaunt chap had risen from a front seat. He was pointing his long forefinger at the lady and scowling.

"Wait a bit, ma'am," he repeated. "What I want to know is, who gets the cod?"

"Better be polite to every boy you meet. He might be your colonel some day."—*Jewell (Kans.) Republican.*

The Power of Music

The wounded Highlander seemed to make no headway toward recovery. He was forever talking about his "Bonnie Scotland," and the idea occurred to the doctor that a Scotch piper might rouse his spirits. Accordingly he found a piper and arranged that he should pour forth all the gems of Scottish music the pipes were capable of interpreting. When the doctor called the next morning he eagerly asked the matron:

"Did the piper turn up?"

"He did," replied the matron.

"And how's our Scotch patient?"

"Oh, he's fine. I never saw such a change," said the matron.

"That's grand! That was a fine idea of mine," said the delighted doctor.

"Yes," replied the matron, sadly, "but the other thirty patients have all had serious relapses."—*Youth's Companion.*

Caught

"Is that you, dear?" said a young husband over the telephone. "I just called up to say that I'm afraid I won't be able to get home to dinner tonight, as I am detained at the office."

"You poor dear," answered the wife sympathetically, "I don't wonder. I don't see how you manage to get anything done at all with that orchestra playing in your office. Good-bye."—*Everybody's.*

The Irish Coast

An officer on board a warship was drilling his men.

"I want every man to lie on his back, put his legs in the air, and move them as if he were riding a bicycle," he explained. "Now commence."

After a short effort, one of the men stopped.

"Why have you stopped, Murphy?" asked the officer.

"If ye plaze, sir," was the answer, "Oi'm coasting."—*Over Here.*

The Crowning Virtue

"Have you lived a good life?" said St. Peter to a trembling female who knocked timidly at the Gate of Beauty.

"I was only good at one thing," said the sprite before him, with a doleful shake of the head.

"And what was that?" inquired St. Peter, in a voice of blissful sweetness.

"Cooking," responded the timid one, in woeful tones.

"Come right in, then," said the sentinel saint; "you've saved more men from perdition than a dozen missionaries, and I don't believe you can find anything around here in the shape of blessedness that you're not entitled to."—*Texas Siftings.*

High Finance

A little boy had a pony and a dog, and his generosity was often tried by visitors asking him—just to see what he would say—to give them one or both of his pets.

One day he told a man he might have his pony, reserving the dog, much to the surprise of his mother, who asked:

"Why, Jacky, why didn't you give him the dog?"

"Say nothing—say nothing, mother. When he goes to get the pony I'll set the dog on him."—*Pittsburgh Chronicle.*

A Study in Psychology

The man went into a kaif and ordered a beer and laid a dollar bill on the bar. The bartender gave the man the beer and handed him back $1.05 in change. The man glanced hurriedly at the change, shoved it into his pocket, gulped down his beer with a red face, and hurried out of the kaif.

"Hey!" said another man in front of the bar who had noticed the transaction, "don't you know that you gave that fellow a dime too much change?"

"I do," replied the bartender. "If I had given him the right change he would have examined it; but, thinking that he was doing me out of a dime, he dashed out without looking at the money he received. And it was worth a dime to get rid of that lead half-dollar I slipped over on him."—*Cincinnati Enquirer.*

Too Many Legs

A young officer at the front wrote home to his father:

"Dear Father—Kindly send me $250 at once. Lost another leg in a stiff engagement and am in hospital without means."

The answer was as follows:

"My dear Son—As this is the fourth leg you have lost (according to your letters), you ought to be accustomed to it by this time. Try and hobble along on any others you may have left."—*Exchange.*

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Summary of Labor Laws Enacted in 1918

War has done much to advance the standards of labor in the United States and gains through legislation have been greatly aided by presidential orders under authority of Congress, according to the summary of labor laws enacted in 1918, issued by the American Association for Labor Legislation. This summary shows what has been accomplished by the Department of Labor and by the various state governments.

"Protective labor legislation, won through long years of effort, has proved a sound basis upon which to maintain and increase the efficiency and sustained fitness of industrial workers," says Dr. John B. Andrews, secretary of the association.

Recognizing this, the Federal Government and the States have almost unanimously insisted upon upholding, enforcing, and extending labor laws.

Virginia is the latest recruit in the workmen's compensation camp, making 41 states and territories now having this form of social insurance, in addition to the model act of the Federal Government for its million civilian employees and the soldiers' and sailors' insurance act, the most important social insurance measure adopted by any country.

Official commissions in eight states have continued their investigations of universal health insurance. The Supreme Court's adverse child-labor decision was a temporary setback, but the individual states continue to throw protections around the employment of children. Several states—notably New York—have this year regulated women's hours and conditions of work and have improved safety and health safeguards.

Of far-reaching national import is the passage by Congress of the law providing for the rehabilitation and re-education of crippled soldiers and seamen and their restoration to self-sustaining industrial pursuits. Following this lead, Massachusetts has provided for similar rehabilitation of crippled victims of industrial injuries.

Three states passed bills further restricting employment of children. New Jersey and Virginia modified working hours for children. Maryland raised from 12 to 14 years the minimum age at which children may be employed during vacation or may work in canning or packing establishments. New York forbids females under 21 years from working in telegraph and messenger employments. Rhode Island has made unlawful the "kiss of death" suction shuttle in textile mills.

My Problem

Sooner or later in life there comes
To each and every one
Some trying problem to be solved,
And 'tisn't always done.

My problem deep, o'er which to solve
In vain I daily strive,
Is—how to make *one* dollar bill
Go just as far as *five*.

—*Life.*

No Political Labor Party Says Gompers

The Head of the American Federation of Labor traces briefly the experience of labor in the political field and the accomplishments of the Federation in behalf of the workers. President Gompers sees grave danger in the dependence of Labor on the fortunes of a political party.

IN RESPONSE TO a request from members of the American Federation of Labor, President Gompers, at a representative labor meeting held in New York City last December, announced his position in regard to the formation of a political labor party, taking as his text Art. III, Sec. 8 of the constitution of the American Federation of Labor, which declares that "politics, whether they be Democratic, Republican, Socialist, Populistic, Prohibition, or any other, shall have no place in the conventions of the American Federation of Labor."

After discussion it was unanimously resolved by the meeting that the American Federation of Labor should publish President Gompers' address. Further, the Executive Council of the Federation approved the address as expressing its judgment of the attitude to be taken for the protection and promotion of the best interests of labor, and, in conformity with this view, the Council declared that "while local and central bodies and state federations may enter into the political field, either independently or otherwise, it is not within their province to form or become part of a national political party."

HOW LABOR HAS FARED IN POLITICAL PARTY MOVEMENTS

In opening his address Mr. Gompers stated that no man had a right to look lightly upon the movement recently inaugurated in certain cities for a political party, and that it should be neither adopted nor rejected without serious consideration and deep concern. A brief outline of the progress of the labor movement both here and abroad followed, with special reference to political action, the speaker including in his review the National Labor Union, which dissolved after nominating a presidential candidate; the eight-hour movement which, while instrumental in reducing the working day from sixteen hours to ten, suffered a set-back by reason of the Haymarket tragedy with which it was sought to connect it; and the formation and dissolution of the Progressive Labor Party.

In Germany, Mr. Gompers said, the trade-union movement having been dissolved by Bismarck, and labor organizations not having the right to exist, the movement went to its death for a time. When the order was slightly modified, it revived, but with an absolute lack of democracy in its organization. Executive officers imposed their will on those below, whose principal aim came to be the currying of favor with those in power.

In France, the labor movement is not extensive. Some of the most completely organized unions are wholly out of touch with the French Federation of Labor because they want to exercise their individual right of trade-union action; the political party dominates the trade-union movement in France.

"In England there are the British Trade Union Congress, the British Federation of Trade Unions, and the Labor Party. For the discussion of business when the conventions of either party are not in session, they meet jointly in conference through the Parliamentary Committee of the British Trade Union Congress and the Executive Committee of the Labor Party. Quite a number of the members of the Parliamentary Committee of the British Trade Union Congress are members of the Labor Party, and quite a number of them who hold their seats in Parliament are members of the Labor Party. As a matter of fact, the Executive Committee of the Labor Party dominates the entire movement of England.

ECONOMIC MOVEMENT MORE EFFECTUAL THAN A POLITICAL MOVEMENT

"The fact is that an independent political labor party becomes either radical, so-called, or else reactionary, but it is primarily devoted to one thing and that is vote getting. Every sail is trimmed to the getting of votes. The question of the conditions of labor, the question of the standards of labor, the question of the struggles and the sacrifices of labor, to bring light into the lives and the work of the toilers—all that is subordinated to the one consideration of votes for the party.

"I have read the fourteen points which have been formulated for the proposed labor party here [printed in the December, 1918, FEDERAL EMPLOYEE, page 1214]. Is there one of them of an essential character to the interests and welfare of the working people of the United States which is not contained in the curriculum, the work and the principles of the bona fide labor movement of our country?

"Which movement, economic or political, in any country on the face of the globe has brought more hope and encouragement, more real advantage, to the working people than the trade-union movement of America

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has brought to the wage-earning masses of our country?

"The organization of a political labor party would simply mean the dividing of the activities and allegiance of the men and women of labor between two bodies, such as would often come in conflict. . . .

"In our movement we have done some things. We have brought together more than three million workers, organized into our trade unions and belonging to the American Federation of Labor. In addition there are between four and five hundred thousand workmen in the Railroad Brotherhoods not affiliated with us but yet in accord with our work and our policies. In other words, there are nearly four million of organized trade unionists in the United States. There is not always harmony; there is disagreement; there is opposition, all of it important, all of it tending to crystallize the sentiment of unity and devotion to the cause of labor. The American labor movement occupies the field of activity without yielding one inch to any other body. . . .

"Who are we going to have as the leaders of this new political labor party here? I understand that there is impatience among our fellows. It is creditable to them that they are impatient. There is not any man in all America, or in all the world, more impatient than I with the progress that has been made, with the position we occupy. I want more, more, more for labor. I think I have tried and am trying to do my share. My associates of the Executive Council have tried to do their share, but there is such a thing as attempting to overrun, and by over-running to defeat the object we would gain for the wage-earners and to throw them into the hands of those who do not know the honest aspirations of labor or who would direct them for personal aggrandizement.

"I have been the President of the American Federation of Labor for many, many years. I regard that position as the most exalted that I could occupy. I have no aspiration to hold this or that position. It is not that I ask you to follow me. I ask that the trade-union movement be given its fullest opportunity for growth and development so that it may be the instrumentality to secure better and better and better and constantly better conditions for the workers of our country.

"Here we are in this transition period from war into peace, with all that it may mean. . A week ago last evening, that is, on Sunday evening, December 1, at the Century Theater, I delivered an address. I am proud of the address I delivered there on that night. I do not think that any one realizes all the dangers which I felt and tried to express as to the situation now and which may arise in the near future. I ask you whether the creation of a political labor party, and particularly at this time, would help to solve these problems and meet these dangerous conditions? If ever unity was needed for the toilers, it is now.

BIG THINGS DONE FOR THE WORKERS BY A. F. OF L.

"It is not true, as some carping critics allege, that the American Federation of Labor is a non-political organization. As a matter of fact, the workers of the United States and the organized labor movement act voluntarily in the exercise of their political right and power. We have changed the control of our government from the old-time interests of corporate power and judicial usurpation. We have secured from the Government of the United States the labor provision of the Clayton Anti-trust Law, the declaration in the law that the labor of a human being is not a commodity or article of commerce. In that law we have secured the right of our men to exercise functions for which, under the old regime our men were brought before the bar of justice and fined or imprisoned. We have secured the eight-hour workday not only as a basic principle but as a fact. We have secured the Seamen's law giving to the seamen the freedom to leave their vessels when in safe harbor. The seamen of America are now free men and own themselves. We have secured a child labor law, and although it has been declared unconstitutional, we are again at work to secure a law for the protection of our children. Better than all, we have established the concept in law and in administration that the interest and welfare of the workers are paramount, and this not only in the laws of our republic but in the laws of our states and municipalities.

"There are other laws in the interest of labor which we have secured, more than I can mention offhand, but far above all these are the improvements brought into the lives and work of the toilers by their own actions as organized workers. We have established unity of spirit; we have brought about the extension of organization among the formerly unorganized, and our organized free existence to function and to express ourselves is now practically unquestioned.

"Suppose in 1912 we had had a labor party in existence; do you think for a moment that we could have gone as the American labor movement to the other political parties and said: "We want you to inaugurate in your platform this and this declaration." If one of the parties had refused and the other party consented and took its chance, would the American Federation of Labor have been permitted to exercise that independent political and economic course if the labor party had been in existence? How long would we have had to wait for the passage of a law by Congress declaring law, in practice and in principle, that the labor of a human being is not a commodity or an article of commerce—the most far-reaching declaration ever made by any government in the history of the world.

VICTORY WON FOR LABOR IN THE COURTS

"I say this to you: I am sixty-eight years of age. I have been tried and seared as few men have. I have almost had my very soul burned in the trials of life. With my two associates, Mr. Mitchell and Mr. Morrison, I have suffered the indignity of being brought before the courts of our country and adjudged guilty and sentenced to imprisonment. Our eyes were wide open. I do not think that it is improper for me to say that I led in the thought and activity of that work, of that willingness to suffer, but it was not a very nice thing to have the endeavor made to besmirch our honor by a sentence of imprisonment—Mr. Morrison six months, Mr. Mitchell, nine months, and I twelve months. We fought that sentence, fought it and fought it, supported by the activity of the organized labor movement in all the states and towns of our country, until the principle for which we were contending through that action brought about the incorporation of those provisions in the Clayton Anti-trust Law which confirmed and legalized the very things for which we were sentenced to imprisonment. They were legalized, not for us alone but for labor.

"I repeat, we have secured the enactment of the Seamen's law, the right of a seaman to quit his vessel whenever his vessel is in safe harbor in any part of the world, a law which does not exist in any other country—secured it by our political activity and by our economic powers. Has anything like that been accomplished in any country of the world? Our delegates proposed it at the Inter-Allied Labor Conference in September, and there was not a hearty agreement to stand for it as an international demand.

"I think you know that I have been most cruelly hurt in the recent past. Somehow or other I believe that there are yet considerable years of fight in me for labor. I have said that I hold the position of President of the American Federation of Labor in the most exalted estimation, but it is not that for which I am contending; it is not that which I would want to keep one moment beyond the time when I can

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no longer be of service to my fellows. The only thing that I can leave to my fellow men is that I have helped in trying to bring about a labor movement in our country that is better, more comprehensive and more united than in any other country on the face of the globe.

DANGER TO LABOR CAUSE IN POLITICAL PARTY PLAN

"I wanted to present these thoughts to you. I did not have in mind any particular theme or course to present to you. I know I feel and understand and apprehend the danger which is involved in the project which is now being so very actively agitated in some quarters of the labor movement of our country. I fear no danger; I am just as good a follower, perhaps a better follower, than I am a leader, and I am perfectly willing to occupy either position. I would be recreant to the great labor movement and all it portends now and for the future if I did not take you into my confidence, men and women of labor, and tell you what I have told you. I am apprehensive, justly so, justified by every event in the whole history of labor, that a great mistake may be made, a great injury inflicted upon our fellows, not for a day, not for a year, not for a decade, but perhaps for many, many, many years to come. I want to present that view to you so that you may understand the situation clearly.

"I have spoken calmly and without ceremony or attempt to touch your feelings, but simply to touch the innermost recesses of your minds and to lay before you the responsibility which rests upon you."

Sayings of Napoleon

Imagination rules the world.

Force without intelligence is nothing.

No man's loss is irreparable; for no man is indispensable.

They should have knowledge who seek to govern others.

Men are led by trifles.

It is but a step from the sublime to the ridiculous.

There are two means of moving men—interest and fear.

When a man is bent on public office he has already sold himself.

I conquer provinces, but Josephine wins hearts.

The only victory over love is found in flight.

A faithful friend is the true image of Deity itself.

Death overtakes the coward, but never the brave man until his hour has come.—*Scrap Book.*

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Our Delegates to League of Nations Congresses

"CLINCH the victory—keep the world safe by a league of nations" is the slogan adopted by the League to Enforce Peace in sending out their invitation to the various organizations of America to appoint delegates to attend the series of congresses held under their auspices.

In response to this invitation the following delegates have been appointed by the NATIONAL FEDERATION OF FEDERAL EMPLOYEES and given credentials on the nomination of their respective unions:

ATLANTIC CONGRESS, New York City, February 5-6—W. E. Junker, Daniel Goldschmidt, James F. Hughes, William J. Coyne, John Fitzgerald.

NEW ENGLAND CONGRESS, Boston, February 7-8—William J. Burke, Percy A. Harrison, Benjamin F. Maricle, James H. Fitzgerald, William J. Sleep.

GREAT LAKES CONGRESS, Chicago, February 10-11—Howard D. Ebey, William A. Oldfield, James G. Boor, Frank Knoll, Miss E. Hunter.

NORTHERN CONGRESS, Minneapolis, February 12-13—A. M. Goodrich, George L. Weaver, A. J. Mullen, Oscar Larson, Catherine Conley.

NORTHWESTERN CONGRESS, Portland, February 16-17—A. F. Merrill, H. B. Evans, Wilfred F. Smith, H. W. McManus, John C. Grady.

PACIFIC COAST CONGRESS, San Francisco, February 19-20—F. W. Lynch, Daniel S. Looney, P. W. Naughton, J. K. Johansen, Alfred Berryessa.

The invitation declares that "the project for a league of nations has reached a point where it is necessary for those interested in determining its character and in securing its adoption to confer with one another and determine on united action. At this conference all phases of the league of nations will be discussed, both in general and in relation to the interests of particular groups within the nation. Agreements made at the peace conference will, for generations to come, vitally affect for good or ill the economic, political and moral well-being of mankind. The creation there of a league of free nations can alone insure the orderly development of the world and preserve peace. To get such a league President Wilson wisely decided, by personal attendance, to throw his great influence on the side of an unselfish and righteous peace, with a league of nations, to safeguard it perpetually. The series of nine congresses for a league of nations will give op-

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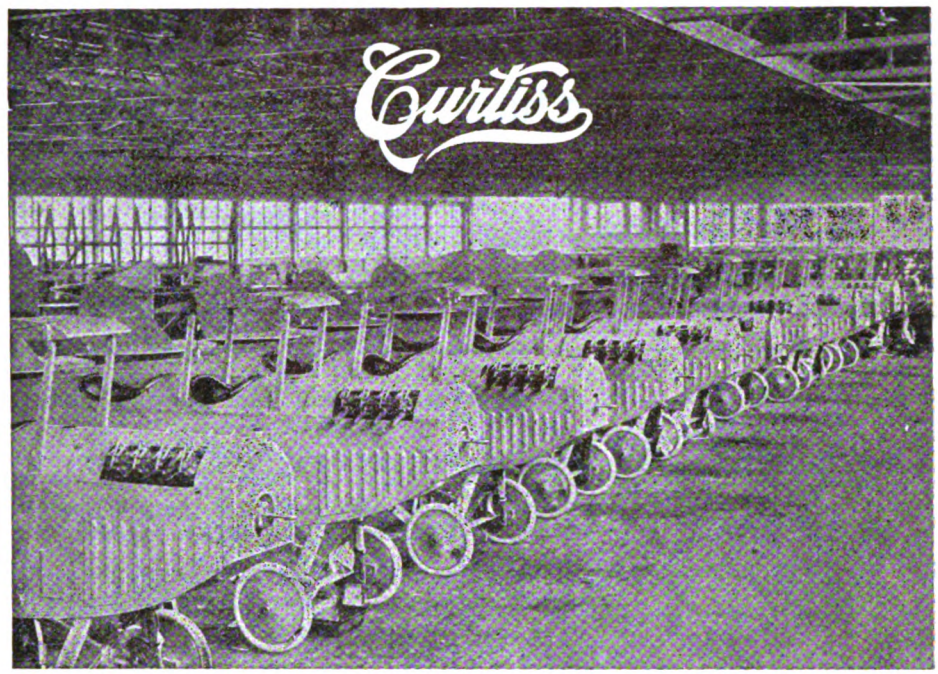

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portunity to those who won the war both on and behind the fighting line to speak their wishes. Agreement at Paris and ratification by the Senate may depend on the size and temper of these congresses and the carrying out in the states of the plan of action they adopt."

The invitation bears twenty-four signatures, including those of William H. Taft, Alton B. Parker, Samuel Gompers, Edward A. Filene, Norman Hapgood and Cardinal Gibbons.

Victor Hugo's Dream

Victor Hugo, in his day, was called a dreamer. He preached wildly beautiful things, which were too good to come true—it was thought. The following is one of his "dreams": "A day will come when the only battlefield will be the market open to commerce, and the mind open to new ideas. A day will come when bullets and bombshells will be replaced by votes, by the universal suffrage of nations, by arbitration of a sovereign senate, which will be to Europe what the parliament is to England, the diet to Germany, the legislative assembly to France. A day will come when a cannon ball will be exhibited in public museums just as an instrument of torture is now, and the people will be astonished how such a thing could have been. A day will come when these two immense groups, the United States of America and the United States of Europe, shall be seen extending the hand of fellowship across the ocean, exchanging their products, their industry, their arts, their genius, clearing the earth, peopling the deserts, improving the creation under the eye of the Creator, and uniting for the good of all these two irresistible and infinite powers—fraternity of men and the power of God."

German Bureaucracy and Red Tape

The widow of a German army officer went to the pension office for the purpose of drawing her pension. She presented the usual certificate of the mayor of her village to the effect that she was still alive.

"This certificate is not right," said the doctor.

"What is the matter with it?"

"Because it bears the date of December 21, but your pension was due December 15."

"What kind of a certificate do you want?"

"We must have a certificate that you were alive on the 15th day of December. Of what use is this one that says you were alive on the 21st day of December—six days later?"—*Dutch Joke.*

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In Labor's Sphere

SECRETARY DANIELS AND LABOR

In the annual report of the Secretary of the Navy, a tribute to the patriotic part that labor has played in the winning of the war finds prominent place. This is commended to the prayerful consideration of those who seem to be fearful that they may be contaminated in some mysterous way by entering into relations with the labor movement.

"The relations between labor and the Navy Department have been highly satisfactory during the past year. In spite of the general bidding for skilled mechanics, the workmen in our navy yards, with few exceptions, have remained loyal to the department and have refused to accept more lucrative positions. On several occasions when the general relations appeared to have reached a critical stage, the various trades in our navy yards addressed resolutions to the Secretary of the Navy so clearly defining their belief that the duty of all loyal American workmen lay in securing the maximum production of war materials by combined individual efforts, without regard to selfish considerations of personal betterment, as to have no slight effect in bringing both sides in controversies to a realization of the need of forgetting their disputes and devoting their energies toward winning the war.

"Much of this satisfactory condition is due to the loyal cooperation of the heads of the American Federation of Labor, with whom the department has maintained the friendliest relations and whose wise and patriotic counsels have done much to keep such yard workmen as were members of labor organizations keenly alive to a sense of their duty as American citizens."

MINIMUM LIVING COST IN DISTRICT OF COLUMBIA

The cost of living having increased 69 per cent, according to estimates furnished by Dun and Bradstreet, the District of Columbia Minimum Wage Board, after thorough investigation into prevailing prices, has announced $16 as the smallest amount on which a working woman in Washington can live decently and maintain health, efficiency and self-respect. And even this calculation is lower than it would have been had it been possible to determine the percentage of increase in all articles considered instead of using the statistics gathered in 1916 where the later figures were not obtainable or were not of a character easy to classify, as in the case of vacation expenses, presents, philanthropy, church contributions, amusements, etc.

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Miss Clara Mortensen, Secretary of the Minimum Wage Board, apportions the estimated weekly pay among the following modest expenditures: Room and board, $9; clothing, $3.85; medical attention, laundry, amusements, reading matter, fruit and candy, religion, charity, etc., $3.15.

Miscellaneous annual expenses today are estimated at $165.59, as compared with $150.67 according to the survey of 1916.

THE STUDY OF LABOR PROBLEMS IN OUR SCHOOLS

Labor problems are being brought before school children at this time by the United States Bureau of Education, which is issuing a series of pamphlet courses for the schools. Among the pamphlets are such subjects as "War Labor Administration," "Employment Agencies," "Employment Management," The Worker in Our Society," "Women in Industry," and "Child Labor."

The lessons for the upper classes in the high schools discuss topics more advanced than those for lower high school and upper-graded school pupils, while still more elementary subjects are provided for the intermediate grades of the grammar schools. In the high school lessons on the worker and the wage system is discussed the rise of the wage system, which is shown to be of comparatively modern development, with its result—leaving the worker dependent on the employer for hire in a speculative society.

The classes of risks that employees are subject to are described with their consequences in the way of insecurity for the worker. The influence of accidents, disease and fatigue and the weak bargaining position of the workmen are presented.

The aim of the lessons is to stimulate constructive thought on the problems of the wage worker.

ORGANIZED WORKERS NOT GUILTY OF PROFITEERING

The flippant charge that wage-earners indulge in extortion and profiteering is denied by Assistant Secretary of Labor Post, who discusses this question in a Washington (D. C.) newspaper.

The federal official says wage-workers do not get what they earn and that the real extortioners must be found "in circles where idleness pays better than working."

"Men whose annual wages would hardly pay the annual theater expenses of a gentleman of leisure cannot be accused of extortion," said Mr. Post.

"What possible powers of extortion do wage-workers have? Unorganized, they have none at all. These workers

(Continued on page 176)

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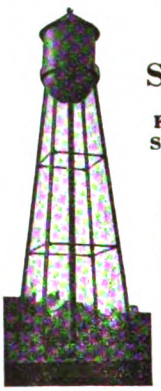

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Health Insurance Gaining

A careful survey of the United States for last year shows that health insurance is making rapid headway. It meets with the emphatic approval of leaders in many lines of progressive thought and activity, commercial, industrial, economic and social.

THE old principle that "an ounce of prevention is worth a pound of cure" is at last finding its way into legislation, and health insurance bids fair to take its place beside fire, accident, and life insurance.

Official state commissions were at work in seven states in 1918, according to Solon De Leon's summary of the year's developments along this line, written for the *American Labor Legislation Review.*

HEALTH INSURANCE WIDELY ENDORSED AS A SOCIAL NECESSITY

The New Jersey Commission's report, returned early in 1918, was unanimously favorable to it as being an essential step during the war and reconstruction periods. In May the national conference of health insurance commissioners was held at Cleveland on invitation of the Ohio Commission and proved to be a campaign of education on the subject.

At a convention held in Atlantic City in September, resolutions recognizing health insurance as "an inevitable social policy" were adopted by six organizations. In California and Illinois, particularly, women's commissions organized under councils of national defense have emphasized the need of such legislation.

At a New York conference of the principal leaders in social work in the United States, attending as individuals, a resolution was unanimously adopted urging that the necessity for pensions be avoided by adopted the "social insurance principle already adopted in soldiers' and sailors' insurance and in workmen's compensation laws." In the same state, after two years' study social health insurance was actively taken up by the organized labor movement which almost unanimously approved a bill on the subject, at its annual convention, and the health commission issued five pamphlet reports on the bill.

During the year the principle of health insurance was endorsed by more than forty labor organizations (state, national and international); by twenty-five national organizations of women trade unionists at a convention called at Washington by the United States Government in October; and was one of the fourteen points included in the platform of the Independent Labor Party launched in Chicago last November.

"Governmental and semi-governmental agencies have recognized the value of health insurance as a safeguard to industrial welfare and efficiency," writes Mr. De Leon, and quotes former Director General of Railroads McAdoo that "insurance against sickness, old age and unemployment, as they have it in England and other European countries, may be the next social step for the United States."

Continuing, the writer says: "The American Federation of Labor, in its St. Paul convention, directed its executive council to take up the subject of health insurance for study. The workman and his family, states the report of the council which was unanimously adopted by the convention, 'suffer through impairment of his earning power just the same when he is ill as when he sustains an injury.' The council further urged that 'as part of such legislation there should be embodied fundamental principles of democratic administration and guarantee to the workers an equal voice and authority in the administration of all its features.'

"Beneficial effects of the country-wide agitation for health insurance are already to be seen," concludes Mr. De Leon. "Among these are the many efforts to strengthen the public health service and to raise sanitary standards in factories in advance of the enactment of health insurance legislation."

The appended comments on health insurance, which are but a few out of a legion written in similar vein, are of interest and importance owing to both the names of the authors and the reasons given in support of their attitude:

EMPLOYERS AND FINANCIERS

FRANCIS KING CAREY, *President, National Sugar Manufacturing Company, Baltimore, Md.:* "It is most interesting to note that practically every argument which is now made against health insurance was made with great vehemence by the same interests against workmen's compensation. Even in the short time which has elapsed since state after state has wheeled into line on the subject of workmen's compensation every one of these 'ghosts' has been laid. and the same will be true of the ghosts which are being raised by the enemies of health insurance."

DANIEL GUGGENHEIM, *President, American Smelting and Refining Company:* "Unemployment, sickness, old age, and similar problems of labor can be solved only through some system of social insurance managed and applied by state authority."

WILLIAM G. MCADOO, *Secretary of the*

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Treasury; former Director-General of Railroads: "In my opinion there is no doubt about the principle of social insurance. We have substituted the justice of insurance for the charity of pensions in the army and we shall undoubtedly come to a consideration of the whole field of social problems to which the principle of insurance can be applied."

FELIX M. WARBURG, *Kuhn, Loeb and Company, New York:* "Sickness, invalidity, and old age are insurable risks, and no more humane measures have been passed than those providing an insurance system to protect the workers against these inevitable contingencies."

LABOR REPRESENTATIVES

ED. J. CANTWELL, *Secretary, National Association of Letter Carriers:* "I am heartily in favor of the enactment of a law to insure wage workers against the hazard of sickness. I have given the subject of health insurance a great deal of study and am of the opinion that it is the most logical and practical step to follow workmen's compensation."

JAMES DUNCAN, *President, Granite Cutters' International Association of America; First Vice-President, American Federation of Labor:* "It is a long-deferred essential to our economic welfare. To wage earners health insurance is next in importance to compensation for industrial accidents. Both should be provided."

JOHN MITCHELL, *Former President, United Mine Workers of America; Chairman, New York State Industrial Commission; New York State Food Administrator:* "Public sentiment in this country is developing rapidly in favor of universal health insurance for wage-earners, including maternity benefits. My own observation, through long experience with ravages of accident, trade disease and sickness among working people and their families, leads me to the conclusion that health insurance is even more important than workmen's compensation."

PHYSICIANS

RUPERT BLUE, *Surgeon-General, United States Public Health Service; Former President, American Medical Association:* "Health insurance would lighten the burden upon the individual. Health insurance is the next great step in social legislation."

W. C. GORGAS, *Surgeon-General, United States Army:* "I am heartily in favor of all measures which tend to alleviate poverty. Health insurance, in my opinion, tends strongly in this direction. I would therefore strongly endorse it."

ALEXANDER LAMBERT, *President-Elect, American Medical Association; Medical Director, American Red Cross in France:* "I believe in health insurance and I believe it is coming in the United States as it has in England and other countries of Europe. Everything I have observed or learned in Europe during the past year as medical director for the Red Cross has strengthened my belief in the possibilities of health insurance for this country. In fact I appreciate more than ever the possibilities that can be developed out of the various systems that are in vogue there. All statements that I have altered my views on the desirability of health insurance are false."

SOCIAL WORKERS

JANE ADDAMS, *Hull House, Chicago:* "My years of experience at Hull House have convinced me that social insurance is the only way that the problem of sickness can be met."

BAILEY D. BURRITT, *General Director,*

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New York Association for Improving the Condition of the Poor: "Health insurance is the application to a serious social problem of the ordinary planning and foresight which every business man applies to his own affairs. It is simply an effort to supply forethought and system for the present haphazard, inadequate, and socially expensive methods of dealing with sickness in workingmen's families."

JOHN A. FITCH, *The Survey, New York:* "Health insurance will protect the wage-earner when protection is most needed, and it will promote the national health. It is a social necessity."

PUBLIC OFFICIALS

WILLIAM E. BORAH, *United States Senator from Idaho:* "I am thoroughly committed to the proposition that health insurance is wise from every conceivable standpoint—from the standpoint and interest of the laborer, the community, and society at large."

EVERETT COLBY, *State Senator; Chairman New Jersey Commission on Old Age Insurance and Pensions:* "We incapacitate by disease possibly 15,000,000 persons for some portion of the year—more than the number wounded, I believe, on the western front since the beginning of the war. It is against this waste, much of which can be prevented, that will come the reaction, and as a result much preventive social legislation, including health insurance."

FREDERIC C. HOWE, *Commissioner of Immigration, Port of New York:* "I am strongly in favor of it [health insurance].

JULIA C. LATHROP, *Chief, Children's Bureau, United States Department of Labor; President, National Conference of Social Work:* "The protection of maternity is a public question which cannot longer be evaded. No system of health insurance is complete which ignores maternity insurance."

SAMUEL W. MCCALL, *Governor of Massachusetts:* "I am strongly of the opinion that there is no form of social insurance that is more humane, sounder in principle, and that would confer a greater benefit upon large groups of our population and upon the commonwealth as a whole than health insurance."

RUFUS M. POTTS, *Superintendent of Insurance, Illinois; Chairman Social Insurance Committee, National Convention of Insurance Commissioners:* "Accident, sickness, disability, or invalidity, unemployment, old age pensions, maternity and dependency benefits—a complete and comprehensive form of social insurance—is the urgent necessity of the American people today, and it is their salvation from every point of view."

THEODORE ROOSEVELT: "I favor better housing and living conditions, efforts to see that work is made interesting, insurance against old age, sickness, and involuntary unemployment."

ECONOMISTS AND STATISTICIANS

IRVING FISHER, *President, American Economic Association:* "There is no other measure now before the public which equals the power of health insurance toward social regeneration."

ROYAL MEEKER, *Commissioner, United States Bureau of Labor Statistics:* "If I believed that social health insurance was merely a system of dealing out doles in relief to the families and dependents of sick workmen, I would have very little enthusiasm for it. It is because I know that health insurance will call attention to the costliness of illness that I am in favor of universal compulsory health insurance."

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In Labor's Sphere

(*Continued from page 172*)

cannot get even what are called 'fair wages,' except as their organized fellow-workers standardize wages. And organized wage-workers can standardize wages only by quitting work in bodies or threatening to do so if fair wages are refused. Who has the temerity to call this compulsion 'extortion'? It is an abuse of language to so denounce even the highest wages that labor organizations have ever been able to exact.

"Wage-workers engaged in production do not get what they earn.

ILLITERACY UNDER VIGOROUS ATTACK IN SOUTH CAROLINA

The Illiteracy Commission for this state has appealed to South Carolina pride to assist in the abolition of illiteracy.

"The shame of being the most laggard of all the states in literacy," says the Commission, "should sting the decent self-respect of every South Carolinian into vigorous action. The terrific test to which our political fitness and industrial competence will be put in the fierce after-war struggle demands universal education as a condition of self-preservation.

The Illiteracy Commission was appointed by Governor Manning in 1917.

NEGRO EDUCATION URGED BY LOUISIANA EDUCATION BOARD

The necessity for negro education is urged in a pamphlet issued by the Louisiana Department of Education. It is stated that while Louisiana pays more for the education of white children than any other southern state, less money is expended on negro education than in any state in the union. It is shown that in some sections of the state the Louisiana negro is not receiving for the education of his race the direct school taxes that he contributes. "The glory of achievement in our white school system is marred by the pathetic and pitiable condition of our negro schools."

USE OF NICKNAMES DEPLORED BY U. S. BUREAU OF EDUCATION

The United States Bureau of Education is trying to discourage the use of nicknames, especially those designating certain classes of foreign-born Americans.

"Dago," "Kike," "Wop," "Greaser," "Mick," "Paddy," and similar names are not looked on with favor with the Bureau, which maintains that such distinctions tend to promote lines of cleavage between American-born and Americanized foreign-born persons and groups.

The Bureau is sending out a sug-

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gested form for a pledge to refrain from the use of such names.

RAILWAY CLERKS IN OHIO AND TEXAS JOIN UNIONS

As the result of an active campaign the railway clerks in Cleveland, Ohio, are joining the several new unions by the scores. It is purposed to continue active work until those still outside will be included in the new unions. Already five new unions have been formed.

Thirty-three lodges of the Brotherhood of Railway Clerks representing the southwestern section met recently in Waco, Texas, and formed an organization to be known as the Southwestern Federation of Railway Clerks. The delegates present represent a membership of more than 10,000.

POSTAL EMPLOYEES OF TENNESSEE FORM STATE BODY

Postal employees of the state held a most successful mass meeting. Representatives from all sections of the state were present. A permanent organization to be known as the Tennessee State Association of Postal Employees was formed. The purpose of the new organization is to better the postal service and the working conditions of postal employees.

PROPOSED LABOR BANK FOR THE CITY OF SEATTLE

The central labor council's plans for the organization of a banking institution are reported to have been fully matured and the promoters are hopeful of being able to do business in the near future. The new enterprise will be known as the Trades' Union Savings and Loan Assocation. Its board of directors will be composed of a member from each of the unions holding stock. An effort is being made to interest the grange, farmers' unions and other friendly organizations in the new venture.

PAN-AMERICAN LABOR FEDERATION IS NOW ESTABLISHED

The Pan-American Federation of Labor is now an established fact, with Samuel Gompers as President, John Murray of the International Typographical Union, as the English speaking secretary, and Canuto Vergas, of the United Mine Workers of America, as the Spanish-speaking secretary, both with headquarters in Washington, writes Chester M. Wright, of the American Alliance for Labor and Democracy.

A headquarters for organization and education among Spanish-speaking workers will be established in New York City if possible and both Mexican and American labor representa-

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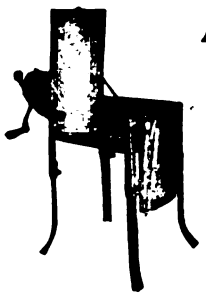

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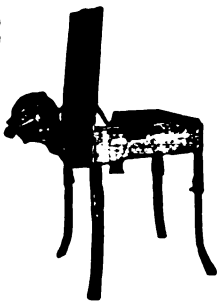

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tives will be stationed at border points where immigration is heaviest.

Helping the Mexican people to help themselves, and convincing them of our sincerity are the first duties of this Federation, whose organization was completed by the Pan-American Labor Conference held in Laredo, Texas, at the invitation of the American Federation of Labor; and the need of such an educational and humanizing agency is shown in the description given of the mental, moral, physical, and economic conditions in that unfortunate country.

Mexico is a difficult problem, but one which in the writer's opinion is possible of solution, as her people have the power to understand and appreciate and the desire to reciprocate, although long suspicious of the United States, "with and without reason," but this conference, and especially the presence of Secretary of Labor Wilson as the President's personal representative, did much to convince them that we have come with clean hands.

"The Pan-American Federation of Labor has come," concludes Mr. Wright. "It has work of the most profound importance before it. Perhaps the fate of peoples is in its keeping. If that is so, no other agency could so well discharge its obligations."

INCREASE IN COST OF FAMILY BUDGET ITEMS

The National Industrial Conference Board, whose headquarters are in Boston, is issuing an interesting report in which it tabulates the items going to make up the expense account of the average family with their relative importance in the family budget. According to these tables, food, with a relative weight estimated at approximately 43 per cent has increased 83 per cent in price; shelter, estimated at 17 per cent, has increased 20 per cent; clothing, at 13 per cent, heads the increase list, with 93 per cent; fuel and light, at 6 per cent, has increased 55 per cent; and sundries, at 20 per cent, have increased 11 per cent.

Very Precise

The proof-reader on a small Middle-Western daily was a woman of great precision and extreme propriety. One day a reporter succeeded in getting into type an item about "Willie Brown, the boy who was burned in the West End by a live wire."

On the following day the reporter found on his desk a frigid note, asking, "Which is the west end of a boy?"

It took only an instant to reply, "The end the son sets on, of course."
—*Ladies' Home Journal.*

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Do Labor Unions Stand for Inefficiency?

WHAT I do not understand is why unions stand for inefficiency and protect the incompetent workman." This remark is one of the traditional criticisms of unionism and has to have periodic attention, says *Life and Labor,* which proceeds to discuss the matter in this way:

In the first place, trade unionism denies the assumption that lies back of the criticism. No union of clear-sighted leadership and responsible constituency accepts the doctrine that unionism protects the inefficient workman from discharge or seeks to secure him a wage out of proportion to his desert. It may well be that there are union officials who are so short-sighted as to seek to protect the inefficient workman and use the power of the organization to force the reinstatement of a man who has properly been discharged for poor workmanship or misbehavior. Sensible unionists recognize that power used in this way is arbitrary, awakens a just resentment and is hurtful to the best and ultimate interests of the union.

But there are also other angles to this question that are not so simple as the assumption of the critics or its denial by the unionists. It must be remembered that when a trade is organized many of the employees are inefficient measured by good standards of workmanship. The lack of adequate training, the haphazard selection of men, erratic control and discipline by autocratic management of industry result in inefficiency among the workers. . . . It is natural for the organization to resist the discharge of workmen for inefficiency when that inefficiency becomes abhorrent only after the union has secured an agreement. Can the union be asked to accept a higher standard than the employer himself accepted in the halcyon days when he was perfectly free to impose discipline?

Moreover, where the closed shop is in effect, the right of discharge is usually without limitation, so that the employer has still the exercise of discipline within his own discretion. And where piecework is the practice, that in itself gives a definite impetus to quantity production, though the quality naturally has still to be supervised.

As to requiring the employer to pay the union scale to the less competent men, one must remember that the union scale in the thought and intention of the unionist represents a minimum wage. A union would have no objection, as a rule, if the employer paid the more competent men a higher rate than called for by the union scale.

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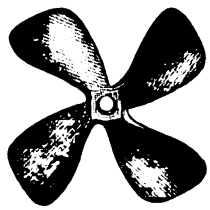

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A Bad Quarter of an Hour

By G. E. M.

THIS LITTLE "mauvaise quarte d'heure," as we used to say in Paris the last time I wasn't there, happened my way soon after my appointment to the Ordnance Department nearly two years ago. Now the War Department, as you know, is distributed quite generously and impartially about Washington, thereby affording army officers opportunity for fresh air and free automobile rides—and the rest of us fresh air and exercise.

On the day in question my chief, being due at an important gathering of military lights on the top floor, requested me to take certain important papers pertaining to a munitions contract to the main building to have the official seal affixed thereunto. I packed up the papers in my extension handbag, put on my hat and was about to leave, when I discovered, on looking through my bag, that my pass was missing. A search through my desk failed to disclose its location, and yet without it I could not enter any office of the War Department, least of all the main building. My chief was tied up in conference and it was a case where "telling my troubles to a policeman" would not help matters. Besides, a lost pass always occasioned a severe reprimand, and an order circulated shortly before had announced that in future loss of passes would result in a lowering of our efficiency ratings. Clearly, confession was not my best play, so I made a break for a friend, Edith Wilbur, for whom I had finished typing a rush contract the day before, while she was out taking luncheon with Lieutenant Matthewson, a recent appointee whom I had not yet met. To Miss Wilbur I confidentially presented my case, with a petition for the loan of her pass—this being before the days of permanent, nontransferable photographic passes—and a promise not to get run over by an automobile before returning with it. She consented—thanks, perhaps, to the memory of that luncheon which my work had made possible.

Arrived at the main building I presented my pass—I mean my friend's pass—with as innocent an air as I could command. The watchman glanced at it and I started to walk on.

"Hold on a minute there," he called out; "have you a pass for that bag?"

I admitted that I had not, being unaware that such was necessary.

"You cannot bring property into the building without a property pass," he declared impressively. I described the character of the papers and explained the nature of my errand, but that gov-

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ernment guardian, armed with a little brief authority and evidently determined to show it while the showing was good, commanded me to open up the bag.

Somewhat nettled at his manner, I opened it just a crack and let him do a little "rubbering."

"What's under that package of papers?" he demanded.

Seeing that he wished to be annoying, and desiring to do my share along that line, I answered, "Nothing but a couple of bombs and a stick of dynamite!"

But, alas! my words penetrated, but my sarcasm did not.

"Indeed," he replied, and taking my bag from me very gingerly he drew out my papers and carefully scrutinized them, then fished up a handkerchief and shook it, pulled out a lead pencil, two rubber bands, a personal letter which he read through, my purse, whose modest contests he scanned, then my card case and borrowed pass. That completed the interior furnishings of my bag, and, apparently disappointed at the result of his official investigation, he inspected that pass again with what seemed to me entirely unnecessary care.

"What's the number of your room?" he inquired.

"Number 19," I answered.

"This pass says 21," he announced triumphantly.

Now my own pass had not included the room number, and I had not noticed that it had been included on the other. "Er-yes," I explained, "our branch moved into another room a few days ago"—which statement was true enough at almost any time, as we were always on the move.

Obviously bent on punishing me, however, for my lack of deference for his brass buttons, he continued, "But you are from the Contract Section?" I admitted it, feeling on safe ground here, at least, as both passes contained that information.

"All right," he answered, "Lieutenant Matthewson came here from your section a little while ago to see the chief clerk and as he left his brief case in my charge I guess he'll be back this way soon and I'll see if he identifies you. Just sit down, please."

If I still appeared calm, cool or collected at this point, my looks belied me. My little game was up. I was strictly in for it, and there being nothing in particular for me to say, I said it. I could not even beat a "strategic retreat," as he held my ammunition, so I meekly obeyed instructions to sit down and wait, while the watchman turned his attention to others who were entering the building.

I am sure I held down that pesky

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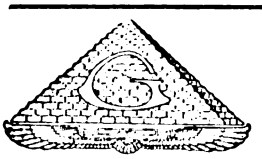
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chair for at least an hour, despite the fact that the clock on the opposite wall indicated only fifteen minutes, while I wondered whether the maximum penalty would be shooting at sunrise or only life imprisonment.

Finally a young lieutenant appeared on the scene, and the watchman handed him the brief case with almost obsequious deference, and then, holding out my borrowed pass, asked whether he could identify me as the person whose name appeared thereon.

The lieutenant looked at me, and I looked at the lieutenant, trying to make my appealing glance carry an S. O. S. distress signal. Dead silence for a couple of long-drawn-out seconds. Then, to my unutterable relief, that dear, good lieutenant smiled, nodded to the watchman, doffed his cap and with a cordial "Why, good morning, Miss Wilbur"—to which I responded with equal friendliness and a large chunk of truthfulness, "Glad to meet you, Lieutenant Matthewson"—he departed, while I, after recapturing my property from my now silent and defeated foe, continued on my way, inwardly congratulating myself that the transmitter and receiver of our improvised wireless had both been in such good working order.

I took care to leave the building by another door, where the watchman merely glanced at my pass without even noticing my bag, which, after the delivery of the papers, had been reduced to its lowest terms and was not sufficiently large to be interesting.

On returning to my room the first thing to meet my view was the corner of my missing pass sticking out from beneath my desk blotter, under which it had taken refuge during the search for it. After returning Miss Wilbur's pass and ascertaining the number of Lieutenant Matthewson's room from her, I proceeded up stairs, located my benefactor, explained the circumstances to him and thanked him for his kindness to a stranger.

Whereupon the lieutenant, with an embarrassed laugh, explained: "Well, to tell the truth, there wasn't much else for me to do, because, you see, I discovered that I had left my pass at home this morning, and so, when I was sent over to the main building, I had to borrow Lieutenant Matthewson's pass to get in on, so it was up to me to identify anybody that the watchman said was from the Contract Section, even though I had never seen her before!"

And then we both laughed so heartily that the colonel, who was passing near us, looked inquiringly in our direction to see what the joke was, but neither of us volunteered to explain.

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Songs of Our Soldier Boys in Two Wars

THE poet Shelley has said that "our sweetest songs are those that tell of saddest thought," and this is often exemplified in time of national strife.

Our great war was, happily, of too brief duration to allow so wide a range of human emotions to be thus reflected, as were brought to the surface half a century ago, when the moods of our boys in blue and in gray, varying as the tide of battle swept on, with its four years of "hopes, disappointments and renewed determination," produced such immortal songs as "We Are Coming, Father Abraham," "My Maryland," "Just Before the Battle, Mother," "Rally 'round the Flag," "John Brown's Body," "Dixie," "Tramp, Tramp, Tramp," "The Bonny Blue Flag," "When Johnnie Comes Marching Home," and other songs that helped to cheer and inspire where mere words would have failed —"such sweet compulsion doth in music lie."

Just as the popularity of songs in lighter vein gradually declined as the thrill and excitement of marching away to the strains of martial music, amid cheers and waving flags, gave place to the sterner realities of battlefield, prison pen or hospital, so, in the later conflict, "Good-bye Broadway, Hello France!" and "Tipperary" were later superseded by "Over There," "Keep the Home Fires Burning," "The Long, Long Trail," and "When the Boys Come Home." An interesting link between the two wars is found in the fact that the last-named song, set to music for this war, was a popular poem in Civil War times.

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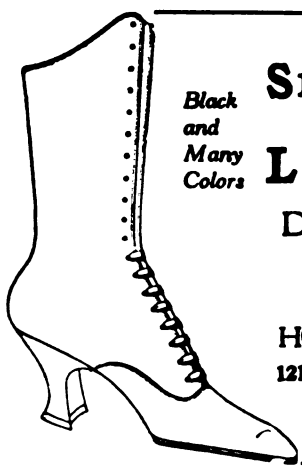

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Planting Trees in Memory of Our Heroic Dead

ACCORDING to a bulletin of the American Forestry Association, the example set by the Episcopal Church of the Holy Innocents, at Tacony, Pa., is being followed by other churches and cities and even states, and bids fair to find wide favor throughout our country. That happy idea is the planting of trees as a fitting tribute to those who have given "the last full measure of devotion" to their country.

Taking up the idea introduced by the Tacony church, Louisiana proposes to plant "440 miles of 'victory oaks' and other suitable trees along Jefferson Highway, the State's principal road, which runs from north to south and connects with the highway that extends all the way on to Winnipeg, Canada. The plan advocated by the American Forestry Association, Washington, has been approved by Governor Pleasant, who declares that 'no more fitting memorial could be reared to our soldiers, dead or alive.' "

The *Literary Digest* adds: "Besides the memorial element in the act, it is a kind of reparation paid to universal nature for the devastation of some of her fairest countrysides. Then, too, it is a grateful recognition of the service rendered by inanimate nature in the great effort of defense. It has been said that France's great forests were more effective barriers against the Hun than anything that man has been able to build."

In years to come, if this idea of combining service with memorials continues to grow in favor, we may find statuary replaced by groves—"God's first temples"—that shall live on, "lifting their leafy arms to pray" while keeping fresh the memory of noble deeds.

The Tree

I think that I shall never see
A poem lovely as a tree.

A tree whose hungry mouth is prest
Against the earth's sweet flowing breast.

A tree that looks at God all day
And lifts her leafy arms to pray;

A tree that may in summer wear
A nest of robins in her hair;

Upon whose bossom snow has lain;
Who intimately lives with rain.

Poems are made by fools like me,
But only God can make a tree.

—JOYCE KILMER in *Literary Digest*.

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Comparative Charms of French and American Girls

THE relative fascination of American and French girls, which seems to have caused some uneasiness in certain quarters, was recently the subject of a cable dispatch from Farmer Murphy in the Chicago *Tribune*. The question had been asked whether the less independent but more strictly feminine French type might not have such an influence on our men in France as to compel the American girls to look to their laurels when the heroes return. This is what Mr. Murphy cabled from France:

The French girl's training is to look up to and coddle the men in the family. She is more of a listener than a talker; she is pleased with small attentions, and never fails to show appreciation of them. It was inquired if the contact of our men with these customs might not make them less willing to fetch and carry and obey the beck and call of our self-reliant American type of girl.

There was only one way to settle the question, and that was to ask the men themselves. The army edition of the Chicago *Tribune* last week stated the case to its readers and invited them to give opinions.

Many of the letters were very thoughtful and showed that the men have not answered offhand, but have seriously considered before answering. Several such are from privates. One of the surprises was the number who favored the French girl. Among the first batch the French probably had the majority, but then the American girl's defenders came to the front. . . .

One of the most complete answers is from a sergeant who emphatically declared he considered the French girl more thoughtful, agreeable, and less exacting than the American, and just to show that he is not prejudiced he wound up by saying he was going back to the States to marry the dearest girl in the world unless she has changed her mind.

Giving the reasons he favors the French girl, he said:

"The French girl expects nothing and is not disappointed if she receives no more than that. The American girl expects everything and always is certain, in one way or another, to make known her feeling if she does not receive it. If you want a surprise ask a French girl to allow you to carry her umbrella or parcel, and, if she is not used to Americans, she will be just as surprised as you. It cannot be denied that the French girl has won her way into the hearts of the Americans."

Another soldier who is going home to an American girl begs that his name be not used when he says:

"The charm of the French home life is a revelation. The French girls stand the beauty test every time. Their keen humor doesn't take the form of the verbal sparring and the cheap banter of the American débutante. They can talk well and intelligently, and, what is more, they can listen.

"Woe to the American girl who fails to listen long and patiently when the A. E. F. goes home. The French girls are ideal companions, friendly, natural, unaffected, and self-possessed in a quiet way, never

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A sergeant who has lived in France for twelve years lauds the American girls.

"There is nothing doglike about the devotion of the American girl," he says, "but she is true blue and a real comrade through life, depending upon her worth, not her sex, to hold her beloved beside her and keep the respect of all men." . . .

One whole aero squadron votes the French girl adorable. So it goes, and the discussion is only beginning to warm up.—*Literary Digest.*

Work—A Song of Triumph

Work!
Thank God for the might of it,
The ardor, the urge, the delight of it—
Work that springs from the heart's desire,
Setting the brain and the soul on fire—
Oh, what is so good as the heart of it,
And what is so glad as the beat of it,
And what is so kind as the stern command,
Challenging brain and heart and hand!

Work!
Thank God for the pride of it,
For the beautiful, conquering tide of it,
Sweeping the life in its furious flood,
Thrilling the arteries, cleansing the blood,
Mastering stupor and dull despair,
Moving the dreamer to do and dare.
Oh, what is so good as the urge of it,
And what is so glad as the surge of it,
And what is so strong as the summons deep,
Rousing the torpid soul from sleep?

Work!
Thank God for the pace of it,
For the terrible, keen swift race of it,
Fiery steeds in full control,
Nostrils aquiver to greet the goal.
Work, the Power that drives behind,
Guiding the purposes, taming the mind,
Holding the runaway wishes back,
Reining the will to one steady track,
Speeding the energies faster, faster,
Triumphing over disaster.
Oh, what is so good as the pain of it,
And what is so great as the gain of it?
And what is so kind as the cruel goad,
Forcing us on through the rugged road?

Work!
Thank God for the swing of it,
For the clamoring, hammering ring of it,
Passion of labor daily hurled
On the mighty anvils of the world.
Oh, what is so fierce as the flame of it,
And what is so huge as the aim of it?
Thundering on through dearth and doubt,
Calling the plan of the Maker out.
Work the Titan; Work the friend,
Shaping the earth to a glorious end,
Draining the swamps and blasting the hills,
Doing whatever the Spirit wills—
Rending a continent apart,
To answer the dream of the Master heart.
Thank God for a world where none may shirk—
Thank God for the splendor of work!

—AMELIA MORGAN (Selected).

Wanted to Be Sure

The spread of tuberculosis had come up in class, and teacher had spoken most impressively of the opportunity the Red Cross stamps provided to help in the cure and prevention of the dread disease. The children listened eagerly, much impressed. By and by a boy in a rear seat asked anxiously:

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FOR the benefit of readers who may have envied the rural postmaster his government sinecure, we publish the following epistle addressed to First Assistant Postmaster General John C. Koons disrupting the entente cordiale and severing the diplomatic relations heretofore existing between the Postoffice Department and Dr. A. M. Riggs, postmaster at La Follette, Tenn.:

Your kind favor of the 4th inst. received, informing me that now the war is over and consequently less demanded of its loyal citizens, the Government can now manage to wag along without my services as postmaster at La Follette, Tenn., unless I devote my entire time to the office. Therefore,

I resign.

It pains me to do this, and I shall ever look back with regret to this rude separation from this ideal position requiring twelve hours a day service with the munificent compensation (after paying all expenses) of $2 a day. I have neglected my personal affairs to serve the Government; doing any and everything required; selling Liberty Bonds and War Savings Stamps galore, carrying water and sweeping the floor, as Uncle Sam has studiously avoided making any allowance for incidental expenses.

Selling War Stamps and immediately cashing the same has been one of my pet diversions. When I realize I am no longer compelled to do all these things, and a host of others equally edifying, such as explaining why the mail carrier took the flu, and the postmaster on a certain occasion (as reported by an inspector) sent an employee to the office for his mail instead of going for it himself; and why Rockepelter & Co. were not deprived of a mailbox the moment they failed to pay when due; why the flies were allowed to speck certain lobby notices. . . .

I again resign.

I am made to cogitate on the futility of so conducting the office that the patrons do not complain, of properly keeping the records and punctiliously accounting for every dollar of Uncle Sam's money, made to understand that "I, in the midst of the fighting," must be on the spot eight hours a day and every day, regardless, nothing else sufficing.

I would gently inform you, my dear General Koons, that what you need is a man as postmaster here who can support a family of eight on $2 a day. I frankly confess that I do not know how to do it. Do you? Realizing this, it is with a comforting sense of resignation that

I resign some more.

And, now, in my grand *finale* of resignation, I avail myself of the opportunity of congratulating the United States of America on having so efficient an Assistant Postmaster-General as your honored self. I am convinced that nothing escapes your vigilant eyes. I am made to shudder when I contemplate what may happen to this great country of ours when the fateful day comes when you, even you, will be summarily and unceremoniously kicked from office (the public welfare requiring it), as you now, without feeling or justice, deprive me of mine.

Crape is on the postoffice door, and the town is in mourning. God save the republic.

Respectfully and dejectedly yours,
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Comptroller's Decisions

Transportation of Books and Papers in Connection with Official Work

Where orders were issued to an officer of the Navy to transfer all public property in his possession to his successor books and papers retained by the officer and shipped to his new station, although for future reference in connection with the final settlement of accounts, partake of the nature of personal property the expense of transporting which should be borne by the officer.—*Decision by Comptroller Warwick, November 23, 1918.*

Clothing Gratuity and Transportation on Discharge, Naval Reserve Force

Credit in cash in the amounts actually expended by them is authorized to be made to enlisted members of the Naval Reserve Force who have provided themselves with articles of the prescribed uniform outfit which they have not been furnished, when such members are discharged for the convenience of the Government.

The discharge of members of the Naval Reserve Force in compliance with orders of the Navy Department is equivalent to a discharge by reason of expiration of enrollment within the meaning of laws and regulations relating thereto, and in accordance with the act of July 1, 1918, such members are entitled to transportation and subsistence from the place of discharge to their homes or to such other point as they may elect, provided no additional expense is incurred by the Government.—*Comptroller Warwick to M. D. Slade, disbursing officer, Dunwoody Naval Training School, November 25, 1918.*

Longevity Pay for Period Prior to Act of July 9, 1918

Inasmuch as it was the evident intent of Congress that the joint resolution of July 8, 1918, extending the availability of appropriations for the Army for the fiscal year 1918, should be effective simultaneously with the Army appropriation act approved July 9, 1918, and no further legislation relating to the matter has been enacted, the provisions of the latter act with reference to longevity pay are not retroactive; and any amounts overpaid to officers now in the service on account of longevity pay for the period July 1 to 8, 1918, should be refunded.—*Comptroller Warwick to Col. P. L. Smith, Quartermaster Corps, United States Army, November 25, 1918.*

Termination of War Contracts by Supplemental Agreement

It is the duty of the proper legal officers of the Government to draft contracts, and the responsibility thereunder must be theirs and that of the administrative officers. The accounting officers can not undertake to prescribe the form of such contracts, since it may become necessary for them to construe the terms of such agreements in connection with payments to be made.

The accounting officers may not determine whether payments of public money are authorized to be made under the terms of supplemental contracts proposed to be made to terminate existing contracts for war materials without a consideration of the language of existing contracts.

To substitute a new contract and another and different method of payment would be justified only when the new method is not prejudicial to the interests of the Government.

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The making of a supplemental agreement and the certifying by a contracting officer of a minimum amount as the amount to which a contractor is entitled to reimbursement for terminating an existing contract would not be conclusive upon the accounting officers; the supplemental agreement can not be permitted to impose a liability upon the Government where none theretofore existed.

It is the right and duty of the accounting officers in each case where a payment is proposed to be made under a supplemental agreement in termination of the obligations under an existing contract to determine in the first instance that there was a legal contract with the Government prior to the supplemental agreement (of which the contract date alone will not be conclusive) made in compliance with the provisions of sections 3744, 3745, and 3746, Revised Statutes; to require the submission of facts and details showing the basis for the minimum amount to be paid the contractor, which has been fixed by the contracting officer; and that no amount has been paid without adjustment of such claims as the Government may have against the contractor arising out of defective performance, defaults, etc., under the contract.

If it be shown that there is an existing legal contract for a definite work or quantity of articles which is sought to be terminated by a supplemental agreement superseding it; that the Government will not be prejudiced by the change or will be benefited; and that the Government has no other legal method by which to terminate the old contract than by the execution of a new one, payment under such new agreement would be authorized.

As to outstanding contracts not signed by the officer named as contracting officer, their validity is open to question and is dependent upon proof of the fact, if it be a fact, that the officer who signed them was a duly authorized contracting officer and made the agreement with the contractor and that the officer named as contracting officer did not. The statute clearly requires the act of one officer in the making and signing and wholly negatives the idea of one officer signing for another.—*Comptroller Warwick to the Secretary of War, November 25, 1918*

Freight Differentials in Contract

The naming of an f. o. b. point for delivery under a contract fixes the maximum liability for freight and that liability cannot be made greater than the freight actually incurred; therefore, where a contract provided for deliveries f. o. b. Pittsburgh, Pa., and shipments were made from the contractor's plant located at Joliet, Ill., the Government is not liable for the difference between the freight from Pittsburgh to destination and from Joliet to that point.—*Comptroller Warwick to Depot Quartermaster, United States Army, Jeffersonville, Ind., November 26, 1918.*

War Risk Insurance Payments—Enlisted Men Missing in Action

The act of November 4, 1918, amending the war-risk insurance act of October 6, 1917, applies to an enlisted man reported as missing in action on a date prior to its approval.

Where an enlisted man is reported as missing in action on a date prior to the approval of the act of November 4, 1918, amending the war-risk insurance act of October 6, 1917, and for that reason payment of the allotment and allowance made in his case has been suspended, resumption of payment, if such resumption be allowed, will take effect as of the date of suspension of payment.

The proviso in the act of November 4,

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1917, amending the war-risk insurance act of October 6, 1917, that payments authorized thereunder shall not continue for more than one year means that such payments shall not continue more than one year after the date the enlisted man is reported missing in action.—*Comptroller Warwick to the Secretary of the Treasury, November 26, 1918.*

Payment Under Contracts Informally Executed

Where certain materials were supplied to the Government under a procurement order and subsequently a formal contract was drawn fixing the place of deliveries and the price to be paid, in which agreement certain alterations and interlineations from the printed text were made upon dates which were subsequent to the date appointed for completion of deliveries under the procurement order, such agreement is not binding because not made in compliance with the provisions of sections 3744, 3745, and 3746, Revised Statutes, and the dealer having been paid as provided in the order is not entitled to further payment.—*Decision by Comptroller Warwick, November 26, 1918.*

Travel by First Available Transportation

Urgency is not indicated in orders to an Army officer to proceed by first available Government transportation (that being the usual form of travel orders), and where such transportation involved the use of a longer route and of greater opportunity for delay than by waiting several days for another transport, mileage by the shorter route only is authorized.—*Decision by Acting Comptroller Foree, November 27, 1918.*

Increase of Compensation of Civilian Employees

Per diem employees are entitled to the increased compensation provided by section 6 of the act of July 3, 1918, subject to the limitations contained therein, notwithstanding the fact that such employees work in excess of eight hours per day, their right to the increased compensation being computed on the rate received for the regular working hours and not for overtime.—*Acting Comptroller Foree to the Secretary of War, November 29, 1918.*

Longevity Pay for Service as Army Field Clerk

Commissioned officers of the Army are entitled to count service as Army field clerk and field clerk, Quartermaste Corps, for the purpose of computing longevity pay.—*Acting Comptroller Foree to the Secretary of War, November 30, 1918.*

Retainer Pay of Transferred Members, Naval Reserve Force

Except in the case of officers of the Naval Auxiliary Reserve, officers of the Naval Reserve Force who are transferred from one class to another in the Reserve with confirmed rank acquired as authorized by law are entitled to continue in receipt of retainer pay computed on the basis of the confirmed rank held by them.—*Acting Comptroller Foree to the Secretary of the Navy, November 30, 1918.*

Forward March

With a ripping and roaring
Old Boreas blows,
And off the clothes-lines
He strippeth the hose.
Our ears they are frozen
Much stiffer than starch—
A regular thing with
The coming of MARCH.

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APRIL, 1919 15 CENTS

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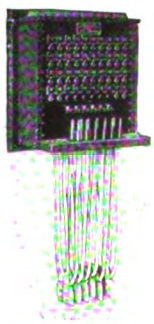

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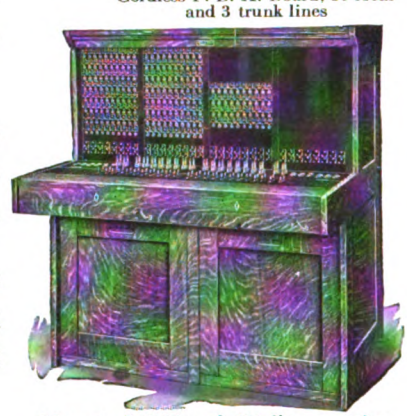

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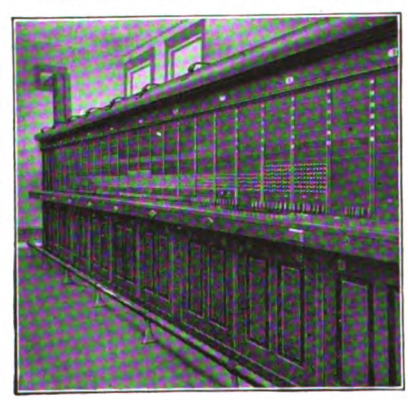

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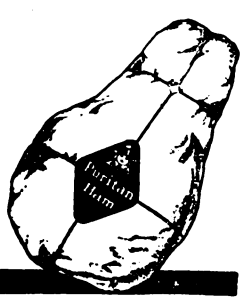

The FEDERAL EMPLOYEE

A Magazine for Government Workers

VOLUME IV APRIL, 1919 No. 4

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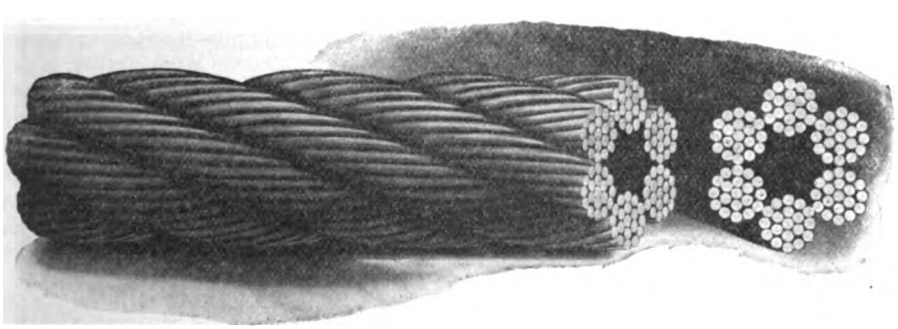

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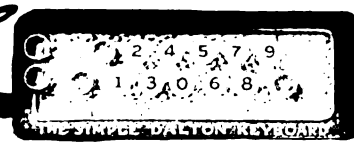

ADDING AND CALCULATING MACHINE

ONE HAND COVERS THE KEYBOARD

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THE

FEDERAL EMPLOYEE

Vol. IV APRIL, 1919 No. 4

Two Big Gains

A joint commission on Reclassification of Salary and a $240 Salary Increase for the next fiscal year—these are the chief results of the efforts of our organization before Congress during the session just closed. The Johnson-Nolan Minimum Wage bill and the McKellar-Keating Retirement bill failed of passage because of the hopeless congestion in the legislative field which marked the closing days of the Sixty-fifth Congress.

THE federal employees who are united under the standard of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES were fortunate enough to be able to put on the credit side of the ledger containing their account with Congress two out of four of the chief objectives in their legislative program for the session. These are the creation of a Joint Commission on Reclassification of Salaries and a general increase of $240 in government salaries for the fiscal year 1920, an increase affecting all but a small portion of government employees. In neither case, however, should it be said, were the results obtained all that was sought. The employees, through the National Federation, urged the formation of a commission to reclassify salaries *throughout the entire civil service*, while the existing commission is limited in its operations to the executive departments and other governmental establishments within the District of Columbia and to the municipal government of the District. There seems to be every reason to believe, however, that the scheme of reclassification finally adopted by the commission, if found satisfactory, will be extended to embrace the entire government civil service. A statement to this effect was made by the two ranking members of the subcommittee of the Senate Appropriations Committee in charge of the Legislative bill, which contains the provision for the appointment of the Reclassification Commission. These are Senators Underwood and Smoot, the former a Democrat, the latter a Republican. The commission is to submit a preliminary report at the beginning of the regular session of the 66th Congress next December, and a final report a year later. Reclassification of salaries in the federal service has been, for a considerable period, one of the chief aims of our organization, and the creation of a commission for this purpose was strongly advocated throughout the session of Congress which ended recently.

Although our National Federation did everything in its power to bring about the appointment of a commission constructed along more democratic lines and with broader scope of activity, it is felt that the existing Joint Commission will achieve results which will redound decidedly to the advancement of the efficiency of the civil service, including the welfare of its employees. Everyone interested in this subject—we assume that all civilian workers in the government ranks are deeply interested—should read the statement, printed on other pages, from the pen of Secretary Keating of the Joint Commission.

Regarding the emergency salary increase, it may be explained that, as is no doubt generally known, our organization put forth its best endeavors to secure for *all* government civilian employees in the various services an increase, and that increase a dollar a day, or $360 a year. The House Committee on Appropriations included in the Legislative bill an increase of only $120 a year, and even this was denied the employees of the several war bureaus. Through strenuous effort on the part of the National Federation, seconded ably by our locals throughout the country, this amount was raised, on the floor of the House, to $240. Still the employees of the war bureaus were excluded. The Senate Appropriations Committee agreed to the action of the House, supplementing it by granting an increase of $120 to the employees of the War Risk Insurance Bureau, but declining to take similar action in the case of workers in the other war bureaus. This proved to be the final action in the matter. An amendment proposed to grant an increase of $360 was ruled out on a point of order, although it seems probable that the Senate would have voted this amount had the question itself been allowed to come to an issue on its merits.

The results thus achieved as the result of organized effort on the part of the federal employees are certainly encouraging, especially in view of the circumstances under which the fight was made. Not within living memory, possibly not within the range of Congressional records, could there be found a more discouraging condition to contend with—a less promising outlook. The attention of Congress was claimed most of the time, and likely

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to be distracted at all other times, by war measures. There was an unprecedented jam of legislation owing to a combination of causes, and later came terrific pressure to cut down to the limit the expenditures of the Government. A certain consolation for the things that were not gained is to be found, perhaps, in the fact that an unusually large number of measures failed of enactment by this Congress notwithstanding their importance and the pressure exerted to secure their passage.

The New Retirement Fight

Temporary defeat has no terrors for the Joint Retirement Conference, which is hard at work preparing for the struggle which will come with the advent of the new Congress. Thanks to the courtesy of Brothers Beach and Reed of the Committee of the Conference charged with the redrafting of the retirement bill, there is given below an outline of the principal changes proposed, in the light of experience, looking toward perfecting the McKellar-Keating measure.

THE HALLS of Congress had hardly been deserted at the end of the session which has just closed before the Joint Committee on Retirement, the "shock troop" which so ably represents the federal employees of the country on this great issue, had taken up the work of preparing for the forthcoming battle during the first session of the new Congress.

It was decided to take up vigorously at once the question of having introduced at the opening of the session a retirement bill drafted along virtually the same lines as the McKellar-Keating bill. With that end in view, a committee was appointed for the purpose of reviewing the McKellar-Keating bill and suggesting to the joint conference any proposed changes. This committee consists of: John S. Beach, Federal Employees Union No. 2, National Federation of Federal Employees; Edward J. Ryan, President, Railway Mail Association; Dr. C. Eder Reed, Secretary, Joint Retirement Committee of Naval Gun Factory; William D. Clark, President, Washington Plate Printers' Union; Dr. Llewellyn Jordan, Secretary, United States Civil Service Retirement Association; Thomas F. Flaherty, Secretary-Treasurer, National Federation of Postal Employees; Bernard G. Ladd, Columbia Lodge No. 174, International Association of Machinists.

Some of the representatives of certain organizations deemed it inexpedient to make any radical changes in the McKellar-Keating bill, while others maintained that the time is opportune to write into the next retirement bill certain provisions more liberal to the employees. There was practically unanimity of sentiment in favor of incorporating in the next bill a provision by which employees who become incapacitated for efficient service before reaching retirement age shall be retired on an annuity.

Another question discussed was a proposed increase in the annuities. The McKellar-Keating bill provided for a maximum annuity of $600 per annum with no minimum. Under this provision it was possible for employees who are receiving small salaries and who have been in the service for fifteen to twenty years to be retired on an annuity as small as $150 per annum, and in some cases even a smaller amount. The idea was brought out that in the next retirement bill a minimum annuity should be provided. The advisability of increasing the maximum annuity to $720 per annum instead of $600 was also discussed.

The maximum annuity of $600 was provided in bills introduced prior to the war. Since that time there has been a radical change in the living conditions, causing the annuity which seemed adequate at that time to be wholly inadequate now; hence the necessity for attempting to secure a retirement law which shall provide more liberal annuities.

Another point is the limitation of contributions. The McKellar-Keating bill provided for a deduction of 2½ per cent from the salaries of all coming within its provisions, which in some cases would amount to $150 per annum. It is reasoned that since there is a limitation on the amount of annuities, there should be a limitation also on the amount of contribution.

Again, there is the question of reducing the age for retirement. The McKellar-Keating bill provided for retirement at 68 years of age, except in preferential classes. It has been suggested that the retirement age for the large mass of employees be fixed at 65 years of age, and for the preferential classes at 60 to 62 years.

The question of administration of the system was also considered briefly. The McKellar-Keating bill provided for administration by the Bureau of War Risk Insurance. It is understood that the Bureau of Pensions and the U. S. Employees' Compensation Commission are both desirous of having administration of any retirement system to be established. The question of administration, however, is a matter of minor importance as compared with the question of amount of annuity, contribution, and age for retirement. The McKellar-Keating bill was drafted along the line of the 50–50 proposition; that is, it provided a system through which the contributions by the employees and the contributions by the Government would be equal. Now if we undertake to provide for a higher scale of annuities and at the same time reduce the age for retirement, the question arises, Will it be possible to accomplish all this on a 2½ per cent contribution, and at the same time maintain the 50–50 idea as it relates to the contributions from the employees and the Government?

A subcommittee, of which Mr. John S. Beach is chairman, will carefully consider the foregoing questions with the end in view of reporting to the joint conference the draft of a bill which shall preserve the essential features of the McKellar-Keating bill and at the same time, if possible, contain more liberal provisions for the employees. A campaign of organization and publicity will be started throughout the country with the end in view of securing the support not only of all the civil service organizations but of financial and business interests, so that we shall be able to impress Congress with the proof that the demand for retirement is not restricted to the employees alone. The work done at the last session of Congress is by no means lost, for the reason that our activities resulted in converting many members who will sit in the next Congress to the desirability of enacting a retirement law at an early date.

Suggestions relative to the new retirement measure will be welcomed by the subcommittee and given careful consideration. These should be forwarded at once to the National Federation in Washington, to be placed in the hands of the subcommittee.

The conference provided also for the following *Committee on Organization and Finance:* Henry Sterling, Legislative Representative, American Federation of Labor; Edward J. Gainor, President, National Association of Letter Carriers; M. A. Bodenhamer, President, Columbia Typographical Union; N. P. Alifas, President, District 44, International Association of Machinists; John J. Deviny, Secretary, National Association of Civil Service Employees.

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The Reclassification Problem

Government employees must be given a square deal and must know they are getting it. The fullest publicity is courted in connection with the work of reclassification. National President Steward is invited to confer with the Commission. The writer lays down several propositions bearing on the work of the Commission which he regards as fundamental and voices his appreciation of the federal employees.

By HON. EDWARD KEATING

Secretary of Joint Commission on Reclassification of Salaries

THE JOINT Commission on Reclassification of Salaries was created by a rider on the Legislative, Executive, and Judicial Appropriation Bill approved by the President March 1, 1919. The rider provided that the commission should be made up of three Senators and three Representatives who were members of the Sixty-fifth Congress. In the closing hours of the session Vice-President Marshall appointed Senators Henderson of Nevada, Jones of New Mexico, and Spencer of Missouri, and Speaker Champ Clark designated Representative Cooper of Wisconsin, the Nestor of the House, and Representatives Hamlin of Missouri and Keating of Colorado.

At the first meeting of the commission Senator Jones was designated chairman, Senator Henderson vice-chairman, and Representative Keating secretary.

THE BIG TASK AHEAD AND THE COMMISSION'S ATTITUDE

By the terms of the law the commission is directed to investigate the rates of compensation paid civilian employees by the municipal government and the various executive departments and other governmental establishments in the District of Columbia, except the Navy Yard and the Postal Service, and is directed to report to Congress not later than January, 1920. As a majority of the members of the commission are out of the city, we have not had an opportunity to formulate definitely policies which will govern our proceedings. Enough has developed, however, in the informal conferences between members to make it clear that the commission will court the fullest publicity concerning every phase of its work.

We are dealing with the bread and butter of approximately 100,000 human beings. To them our decisions are vital and they have a right to know the processes by which we reach our conclusions.

The government employees must not only be given a square deal, but they must know that they are receiving a square deal. It was with that thought in mind that the commission asked Mr. Luther C. Steward, President of the National Federation of Federal Employees, to attend the first informal conference. Herbert D. Brown, the chief of the U. S. Efficiency Bureau, was also called in. Both gentlemen were asked to state frankly their views concerning the task before the commission. I think we were all a bit surprised to find they were in substantial agreement as to the mechanics of the problem. It is one of the encouraging signs of the times when an efficiency expert and

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SENATOR A. A. JONES
Chairman of Joint Commission on Reclassification of Salaries

the head of a great labor organization can agree as to the method by which a public commission should approach the consideration of a problem involving the compensation of workers, and it justifies the hope that when a final decision is reached it will be of a character to command the same united support.

Of course no one can predict the result of the commission's labors. Some salaries will probably be increased and some will probably be decreased, while others may remain at the existing figures. That is something that can be determined only by careful compilation and consideration of exact data. Some propositions, however, it seems to me, may be regarded as fundamental.

BASIC PROPOSITIONS IN TREATMENT OF GOVERNMENT EMPLOYEES

Every man and woman who works for Uncle Sam is entitled to a living wage. I do not see how it is possible to get away from that. If the job is worth while, and the man who holds it is capable of performing its duties, surely he is entitled to sufficient remuneration to keep body and soul together. What that living wage should be can be determined with approximate accuracy by an examination of the very exhaustive inquiries conducted by respectable authorities.

The employees in all departments of the Government should receive the same compensation for performing the same work. There is no reason why the Government should pay a stenographer in the Interior Department $1,000 a year for performing exactly the same character of work for which a stenographer in the Treasury Department may receive $1,800.

Women are entitled to the same compensation as men when they assume the same responsibilities, and they should not be denied equal opportunity for promotion.

The government service can afford to be a just and even generous employer, but it cannot afford to be a foolishly extravagant employer. The money which meets the payroll of the employees within the District of Columbia does not grow on bushes or fall from heaven as the manna descended on the Israelites. It comes out of the pockets of the people of the United States, and most of it is coined in the sweat of honest labor.

The men and women who contribute that money would be ashamed of their Government if it transformed its departments and bureaus into sweat-shops, but on the other hand they would be justified in voicing indignant protest if their representatives author-

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ized unreasonable salaries or failed to exact a reasonable day's work from federal employees.

I have been in rather intimate fellowship with the federal employees for more than six years, and I think I appreciate their point of view. They are not "slackers"—we have the word of the President of the United States for that. They have no desire to organize a "raid" on the public treasury. They are willing to give their Government the best that is in them, and in return they ask for such compensation as will enable them to live according to American standards.

Surely there is nothing unreasonable about that.

The Members of the Commission

OF THE six members composing the Joint Commission on Reclassification, four are Democrats and two are Republicans. Representative Cooper is the oldest in

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SENATOR CHARLES B. HENDERSON

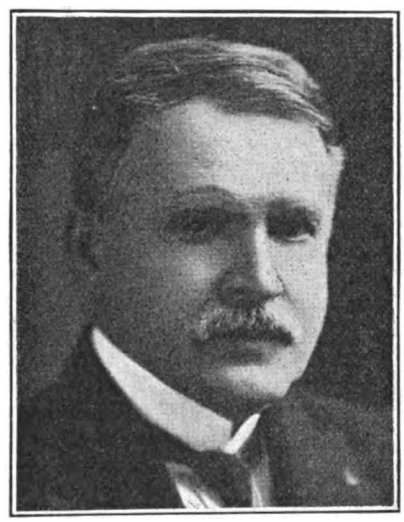
point of service, having served twenty-six consecutive years in the House of Representatives, while Senator Spencer is the youngest in point of service, having come into the Senate on the first Monday of last December to fill a vacancy.

So far as labor problems are concerned, all of the members are regarded as fair.

Senator Jones of New Mexico, chairman of the commission, was one of the most distinguished lawyers of the West country. With the incoming of the Wilson administration in 1913 he was appointed First Assistant Secretary of the Interior and served in that capacity until he was elected to the Senate in 1916. He conducted the hearings on the Nolan Minimum Wage bill (his attitude toward that legislation being rather unfriendly). On account of his experience in the Interior Department, in which the employees are rather notoriously underpaid, Senator Jones will bring to the work of the Commission much valuable knowledge.

Senator Henderson of Nevada is one of the youngsters of the Senate. He was appointed by the Governor of Nevada to succeed the late Senator Newlands, and the Governor's choice was confirmed by the people at the November election in 1918. In addition to being a successful lawyer, Senator Henderson has made unusual progress in the business world and is reputed to be the possessor of a comfortable fortune. He went West when he was graduated from college and underwent many of the privations of the pioneer. He knows what it is to be "broke," and out in Nevada they tell a story about him to the effect that when he found himself without financial resources he took a turn at shoveling coal into the maw of a locomotive.

Senator Spencer of Missouri is the



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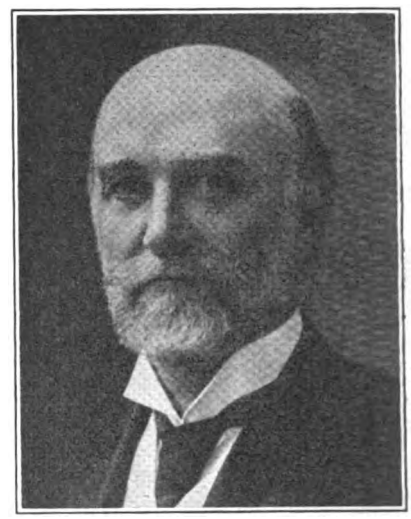
SENATOR SELDEN P. SPENCER

man who defeated Joe Folk and is filling the unexpired term of "Gumshoe Bill" Stone of Missouri. While he has been in the Senate only a few weeks, he has made a distinctly favorable impression on his colleagues. He is possessed of a keen mind and pleasing personality, and his attitude toward organized labor seems to be eminently fair.

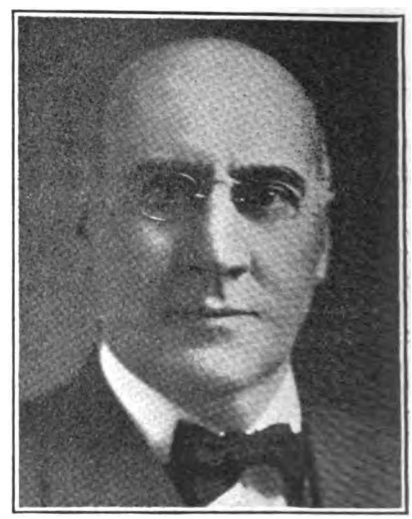
Representative Courtney W. Hamlin of Missouri served fifteen years in the House and has an excellent labor record. He was regarded as one of the substantial men in the House, a close student, hard worker, and disposed to take the liberal side in a majority of the controversies. During all the time he has been in Washington he has been the superintendent of a Sunday school, and it is said that he has not missed a single Sunday during his fifteen years of service except on those occasions when he was



HON. HENRY ALLEN COOPER

away from the city. In addition, he has been the director of the Sunday school teachers' classes in his church, and has conducted that work every Thursday night during that period.

Representative Henry A. Cooper of Wisconsin was for twenty-six years one of the stalwart figures of the House, a man of commanding presence. He is a ready debater, an orator of unusual power, and an uncompromising champion of what he believes to be the right. He was probably the originator of the fight on "Cannon-



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HON. COURTNEY P. HAMLIN

ism," and one of the first and probably most powerful champions of Philippine independence. No man in Congress has a better labor record.

Representative Edward Keating of Colorado is a newspaper man by pro-

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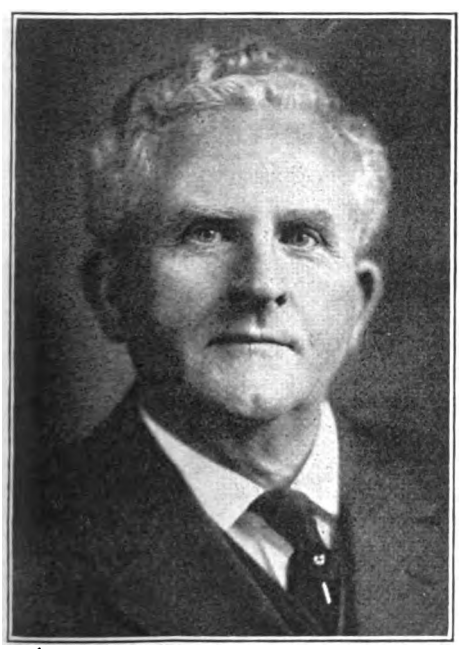
fession, having entered the office of a Colorado newspaper when only fourteen years old. He became a member of the Typographical Union before he was old enough to vote, and although he has long ceased to labor under the jurisdiction of that organization, he displays his membership card as one of his most valuable possessions. When he was elected to Congress in 1912, he was owner and editor of *The Pueblo Leader*. During the entire period of his service in Congress he was a member of the "labor group," acting as chairman during the Sixty-fifth Congress. He was the author of the resolution which brought about the investigation of the famous Colorado coal strike—the investigation which resulted in an industrial revolution in the coal-mining sections of Colorado; and he fathered the Child Labor bill, the Minimum Wage bill for Women, and took an active part in all the struggles affecting labor which marked the sessions of the Sixty-third, Sixty-fourth and Sixty-fifth Congresses.

The New Civil Service Commissioners

Ex-Representative Martin A. Morrison and Chief Examiner George R. Wales appointed members of the Civil Service Commission. Their careers are here briefly sketched. THE FEDERAL EMPLOYEE extends to the new Commissioners congratulations and sincere good wishes for a successful administration of their high trust.

FEW OFFICES under our National Government affect the federal employee more directly and intimately than the Civil Service Commission. It prescribes the examination through which, in most



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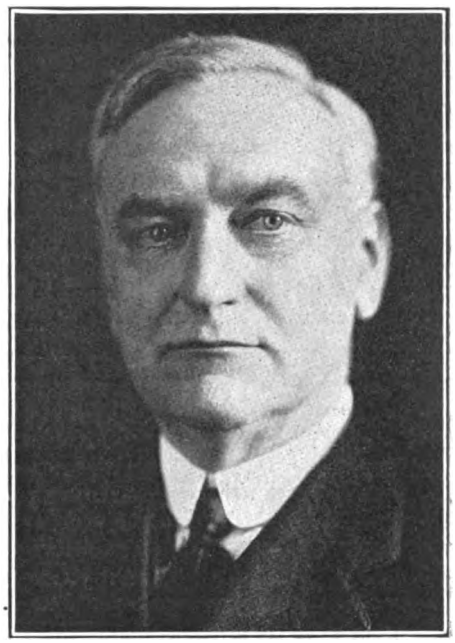
COMMISSIONER MORRISON

cases, the service is entered. Its rules, in addition to forbidding discrimination on account of political or religious opinions or affiliations, in large measure govern transfer, reinstatement, and even promotion. These rules, although deriving efficacy as orders of the Chief Executive, are nevertheless framed by the Civil Service Commission, and reflect, in considerable degree, the viewpoint and temperament of the Commission. They may be conceived in a broad, liberal spirit, with desire to give direction and at the same time encourage initiative and avoid petty restriction, or they may be conceived in the spirit of the Prussian drillmaster. The personnel of the Commission is therefore a matter of serious concern to federal employees.

The two new Civil Service Commissioners whose portraits appear in this number of THE FEDERAL EMPLOYEE were appointed by President Wilson to succeed Commissioners John A. McIlhenny of Louisiana and Herman W. Craven of the State of Washington, the former a Democrat and the latter a Republican.

Hon. Martin A. Morrison, who succeeds Mr. McIlhenny as President of the Commission, represented the Ninth Congressional district of Indiana in Congress for eight years—from the Sixty-first to the Sixty-fourth Congress. In political affiliation he is a Democrat. His home is Frankfort, Ind., in which city he was born on April 15, 1862. He was educated in its public schools, and was graduated from its high school in 1878, thence going to Butler College. He was graduated in the class of 1883, receiving the degree of bachelor of arts. He spent the next three years studying law in the University of Virginia, from which institution he received the degree of bachelor of laws. After a year in Butler College, at the termination of which he received the degree of A.M., he returned to Frankfort, and that city has since been his home. He entered the law firm of Morrison & Morrison, of which his father and elder brother were already members, and from that day to this law has been his profession. Public education has always interested him, and he was for a time a member of the school board of Frankfort. While in Congress he was a member of the Committee on Patents, and in the Sixty-



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COMMISSIONER WALES

fourth Congress was its chairman. He was married to Miss Katherine McReynolds of Washington, D. C., on November 24, 1914. From "Who's Who in America," it appears that Mr. Morrison is a Presbyterian in faith, and a Thirty-third Degree Mason.

Mr. George R. Wales, the other Civil Service Commissioner appointed by President Wilson, was born November 22, 1862. He was graduated from the high school in 1883, and from a four years' arts course in Middlebury College in 1887, with the degree of A.B. The degree of A.M. was conferred on him by the same institution in 1890. In 1892 he received the degree of LL.B. from the National Law School, Washington, D. C., and in 1916 received the degree of LL.M. from the same institution. He is a member of the bar of the Supreme Court and the Court of Appeals of the District of Columbia.

For two years Mr. Wales was principal of a graded school in Bristol, Vt. He then qualified in a civil service examination for the federal service and was appointed to a clerkship in the War Department, where he served for some months, and from which position he was detailed to duty with the Civil Service Commission. He began his service with the Commission as examiner in 1891, and has held the

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following positions successively: Law clerk, chief of division, assistant chief examiner, and in December, 1908, upon appointment by the President, chief examiner. Mr. Wales is a Republican.

Mr. Wales is very popular, not only among his associates in the Civil Service Commission, but a wide circle outside. On the occasion of his taking the oath of office as Commissioner he was accorded a veritable ovation. Then there is the usual manifestation of pleasure by government employees generally at a position of the "presidential class" being filled by the promotion, on merit, of one of their number.

The position of Civil Service Commissioner is a hard, exacting one, and the salary attached thereto not nearly commensurate with its duties and responsibilities. Nevertheless, it has from time to time been filled by persons of exceptionally high character and attainment—Dorman B. Eaton, Theodore Roosevelt, W. D. Foulke and John R. Procter. At no time since the civil service act was passed has these been more urgent need for strong men as Commissioners, and it is to be hoped that the new appointees will rise to the occasion.

A Well-Merited Tribute to Edward Keating

A host of friends and admirers of our brother from Colorado unite in wishing him godspeed and welcome back at the same time. The Joint Conference on Retirement are the hosts of the occasion.

Mr. Keating on Organization of Federal Employees

"I believe in the organization of federal employees; I believe, as I have often stated before, that it is going to result in an infinitely more efficient civil service. This service must be vitalized by men and women who have made the government executive service their life work. They must furnish the constructive leadership which will bring about genuine civil service reform."

COULD IT have been possible for the constituents of the Hon. Edward Keating, retiring member from the Third Congressional District of Colorado, to have been present in a body at the testimonial banquet given in his honor on the evening of March 4 at the Ebbitt House in Washington, the most skeptical and cynical among them would have found himself pondering how it happened that the "folks back home" had so signally failed to appraise at their true value the sterling personal qualities and splendid public services of their representative in Congress, whom millions throughout the United States acclaimed as their champion. It was a fine turnout, a splendid showing. Whichever way you turned you beheld the faces of men and women recognized as active workers for social and industrial betterment along lines of self-help.

The banquet was planned and executed by the Joint Conference Retirement Committee, composed of representatives of various organizations of federal employees interested in the McKellar-Keating Retirement bill, for which measure Mr. Keating had labored so unremittingly. Each speaker had been associated with Mr. Keating in reform legislation, especially that for the benefit of the federal employees.

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HON. EDWARD KEATING

Edward J. Ryan, the representative in Washington of the Railway Mail Clerks, announced the program, and introduced the toastmaster of the evening, Thomas F. Flaherty, the genial secretary of the National Federation of Postal Employees. The bright, witty things he said each time he "came to bat" furnished in themselves a good evening's entertainment. Robert H. Alcorn, the president of the Joint Retirement Association, was the first speaker. "All the progress possible under the circumstances," he stated, had "been made during the session to secure the passage of the McKellar-Keating Retirement bill," and it was his conviction it would be enacted at the next session.

Congressman Sims, of Tennessee, chairman of the committee which had favorably reported to the House the McKellar-Keating bill, promised that, so far as he was concerned, there would be no lessening of activity. Judge Sims paid a fine tribute to the guest of honor, saying that never in his twenty-two years of service in Congress had he known any Member "more patriotically devoted to the cause of humanity than Mr. Keating."

Assistant Secretary of Labor Louis F. Post, who was next introduced, said in part:

I have a feeling that Keating can get along better without Congress than Congress can get along without Keating, because of the honor and confidence which he inspired. I do not want to see him go back to the House of Representatives; I want to see him go back to the Senate, where he might have more influence and where they need him badly.

The next speaker was Mr. Frank Morrison, the veteran Secretary of the American Federation of Labor, who, eight years earlier, had been a leader in the movement for the abrogation of the law denying to government employees the right of petition to Congress and to affiliate with the A. F. of L. Among other things, Mr. Morrison said:

Representatives Keating and Nolan were the two men we depended upon to wage our legislative battles, and they have done yeoman service; and it was with the deepest regret that we heard of Congressman Keating's defeat; but still I feel that he will now be able to assist greatly in adjusting the salaries of federal employees on the basis of a minimum wage that will permit every federal employee to live in reasonable comfort.

We had expected this Congress to enact legislation to meet the unemployment situation that has been rising month by month, but we have been disappointed. Congress has passed no single act to meet the situation, and we do not know what the next few months may bring forth in this country. If we pass through the crisis, it will not be because Congress has given us any assistance; and labor is going to hold to account the Members of Congress who failed in their duties.

I bid the committee to be of good cheer, and want to say that the American Federation of Labor will be with you to the last ditch to secure the enactment of the Retirement bill.

In a few well-chosen words, Toastmaster Flaherty then presented Mr.

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Keating with an engraved testimonial. The ovation that Mr. Keating received when he arose to make response was one that any man or woman might have felt proud of.

In response Mr. Keating said:

I should be a little less than human if I were not deeply touched by this manifestation of your friendship. I have been in Congress for six years, and during that time I have devoted some attention to what I consider the greatest question in the world, the question which is generally described as "the labor problem," and in considering that question and working for its partial solution I have come into rather intimate relationship with all of you, and with many who are not here tonight. . . .

Mr. Morrison has spoken to you of the failure of the Congress to enact needed legislation. His criticisms are, in the main, supported by the facts. There has been a great deal of talk about Bolshevism. There is no danger that the American workingman will become a Bolshevist. I am more afraid of the Bourbons who were capable of adjourning the Congress of the United States after having voted to discontinue the U. S. Employment Service and to enlarge the federal insane asylums. They ignored the suggestions presented so ably to committees of the House and the Senate by the Secretary of Labor and the Secretary of the Interior, and refused to consider measures which were designed to facilitate the work of demobilization.

After referring to the work of the Joint Commission on Reclassification of Salaries, of which he is secretary (dealt with by Mr. Keating elsewhere in this issue), he continued:

I feel under great obligation to the members of organized labor. I should never have seen the inside of the halls of Congress if the workers of Colorado had not faith in me and been willing to go out and work for me. I favor the active participation of the nation's workers in party politics. I am not trying to array one class against another, but it is driven home to me with tremendous force that the men who work should have the representation in Congress to which their numbers and interest rightly entitle them. I believe in the organization of federal employees; I believe, as I have often stated before, that it is going to result in an infinitely more efficient civil service. This service must be vitalized by men and women who have made the government executive service their life work. They must furnish the constructive leadership which will bring about genuine civil service reform.

The Minimum Wage Bill

Since there was published in our last issue the first part of the report of the hearings on the Johnson-Nolan Minimum Wage Bill before a subcommittee of the Senate Committee on Education and Labor, considerable new material of importance and interest in this connection has been secured. This became available too late for insertion in this number of THE FEDERAL EMPLOYEE, hence the conclusion of the present discussion of the Minimum Wage Bill will be found in our May issue.

With the Locals

(*Continued from page 213*)

THE WASHINGTON (D. C.) LOCAL SOON TO RAISE DUES

Convinced that it pays to have a permanent program and invest money to carry it out, the Board of Representatives of Local No. 2, Washington, D. C., have approved the constitution prepared by the Rules Committee, of which Brother S. E. Blassingham is chairman, providing for dues of 50 cents a month beginning July 1, instead of 35 cents as at present.

A 100 per cent growth in membership in the last two months has shown the need for a stronger financial policy and permanent paid officials.

The proposed increase now goes to the membership on referendum. It is believed that the members recognize the situation and will ratify the new constitution containing the provision for higher dues.

ARCHIE E. COLE

A membership campaign in Local No. 2 has been in progress for some months. The result has been most satisfactory. Since January 1, 1919, approximately 8,500 new members have joined this local.

The "drive" will be continued, and it seems highly probable that by Christmas there will be at least an equal gain in membership. The work has become so great that Mr. A. E. Cole, formerly of the War Risk Bureau, has been employed as an organizer. Mr. Cole had charge of the membership drive in the Allowance and Allotment Division (located in the National Museum) of the War Risk Bureau and brought in 1,200 new members.

On Our National Organizer's Trail

OUR last report left Brother R. E. Peabody, our National Organizer, in Oklahoma, where, in cooperation with Third Vice-president Florence Etheridge, he had just organized a local at Wyandotte. A few days ago Brother Peabody stood sponsor for the newest Local, this time at Charleston, W. Va.

He reports an encouraging state of affairs in Oklahoma City, where the Local has taken in of late a considerable number of members. After several days spent there Brother Peabody proceeded to El Reno. Here a fierce storm with a 60-mile-an-hour gale and a real blizzard the next day prevented an organizing trip to a nearby Indian school.

The next week was passed with the members of the Fort Worth Local in building up the interests of that organization. A successful open-air meeting was held, at which a corps of able officers was elected. The Local voted to raise dues to 50 cents a month and to affiliate at once with the Cenral Trades Council. Steady progress on the part of the Fort Worth Union is now anticipated.

At San Antonio Brother Peabody had a conference on matters of importance with President William Bailey, the very active head of Local No. 28, of that city, and also had the satisfaction of learning from Secretary Knapp of the Laredo Union, whom he met, that with the exception of two or three employees, that Local now has on its roll the names of all the civilian government workers in the town.

As the result of a conference with President John Mitchell of the Little Rock (Ark.) Local and a delegation of employees from Fort Logan S. Roots, near that place, a considerable increase in members was secured for the Local.

After a few days spent at national headquarters in Washington, Organizer Peabody proceeded to Charleston, W. Va., a few miles out of which is a big government projectile plant employing 2,200 to 2,500 persons. Here a local was formed, the outlook for which is very promising. Ground is now being broken for the erection of a big armor-making plant, which will attract a very large number of employees eligible for membership in the N. F. F. E. Further, at Nitro, 16 miles away, the Government is to establish a storage plant with 1,200 to 1,500 permanent employees, who will be, as in the case of the employees above referred to, in the civil-service ranks.

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Consumers' Cooperation in Europe

How a few poverty-stricken weavers of Rochdale three-quarters of a century ago in despair rubbed the Aladdin lamp of SELF-HELP, and what the Slaves of the Lamp brought in response to the magic touch, not indeed as quickly but as surely as in the Arabian Nights tale. Stranger than fiction is the true story here told of what cooperation among the consumers of Europe has done to lighten their burdens and enrich their lives.

By MRS. ANNIE RILEY HALE

OF the three factors in wealth production—capital, labor, and custom—under the prevailing system of wealth distribution, capital is permitted to absorb most of the profits; labor is granted a bare subsistence—with such marginal variation from this as it may be able to wrest from employers by strikes, boycotts, sabotage, and other modes of "direct action;" while the third and most important party to the transaction—the ultimate consumer—is left entirely out in the cold. He is the final "goat" for all the cumulative exploitation of capitalist greed, trade-union exactions, expensive middlemen, and the various sources of waste inherent in costly and unscientific methods of buying and selling. All the hands through which food passes, from the place where it is grown until it reaches the kitchen of the consumer, promptly recoup all their tolls and losses by passing them on to him. The consumer, having no one else to pass them to, is compelled to swallow them along with the food which, though rendered costly by this process, is frequently none too wholesome nor palatable.

CONSUMERS HELPLESS BECAUSE OF LACK OF ORGANIZATION

Now the surprising thing about this wholesale and universally admitted exploitation of consumers, is that they should passively submit to it, when they are not only the most important, but the most numerous, body in the economic field. The most important, for capital and labor would be in rather sorry plight were there no customers to consume their products; and the most numerous, *since everybody is a consumer.*

The patent reason for the consumers' helplessness is that they are *not organized,* and unorganized forces are ever the prey of the organized hosts. Today combination and organization dominate every element in the economic field in this country *except the consumers;* they are the one neglected and unutilized factor in America's commercial life, and as one writer on the subject puts it: "The unorganized consumer is as well qualified to treat with the organized forces of production and distribution as a Belgian peasant is to deal with the German army. He has no friend at court; he is as helpless and unprotected as a fledgling bird in a feline world."

As things stand now, the capitalists are organized into giant corporations, powerful enough to control both the sources of production and the channels of distribution; laborers are united into unions, which can sometimes compel governments to listen to their demands; and even the farmers, though less effectively organized, are also combining for mutual protection. Yet it happens again and again in a capitalist state, that what labor *organized as producers* gains in its conflict with capital, it loses in great part through being *unorganized as consumers.* For example, in the great coal strike won by the strikers, the price of coal was immediately advanced, and since coal enters into the production of practically every kind of manufacture, the coal miners lost as consumers by higher prices much that they had gained as producers by higher wages. So with the Lawrence textile strikers, who won a 10 to 15 per cent raise in wages, whereupon the price of cotton goods rose 15 to 20 per cent. From this it is plain that labor unionism protects *only the dollar the working man earns.* To protect the dollar he *spends* he must have recourse to consumers' cooperation.

From Harris' "Cooperation the Hope of the Consumer"

THE "TOAD LANE" STORE

The pioneer establishment of the Rochdale Cooperative Movement (see page 206).

A few have recognized this truth in all ages and countries, and from time immemorial there have been sporadic attempts to organize consumers for mutual aid and community service in various parts of the world. These were for the most part philanthropic undertakings, however, growing out of the impulse of certain well-to-do patrons of the unfortunate to alleviate their condition, but with no thought of effecting any radical or permanent change in it. They wished to *give* the poor people something, *instead of showing them how to get something for themselves.* They ignored the vital truth expressed by Emerson: "Though the wide universe be full of corn, no kernel of good can come to *you* except by the labor bestowed upon the little patch that was given to *you* to till;" and they missed the cardinal principle in cooperative enterprise, which is *organized self-help, or self-help through collective help.*

LEADING PIONEERS IN THE COOPERATIVE FIELD IN ENGLAND

Most prominent among philanthropic workers in the cooperative field in England may be mentioned Robert Dale Owen and the "Christian Socialists." The former, a wealthy manufacturer, commonly called "the Father of Cooperation," established about 1825 a Socialist commune at New Lanark, which comprised four hundred to five hundred cooperative stores, schools, and recreation clubs for the mill-workers, and sought by relieving their material wants and inculcating the doctrine of universal brotherhood to elevate the characters of men. His enterprises both in England and in the United States, while of unquestioned benefit to those who came within the radius of their influence, afforded no model of permanent practical value for those who were seeking the way of life through

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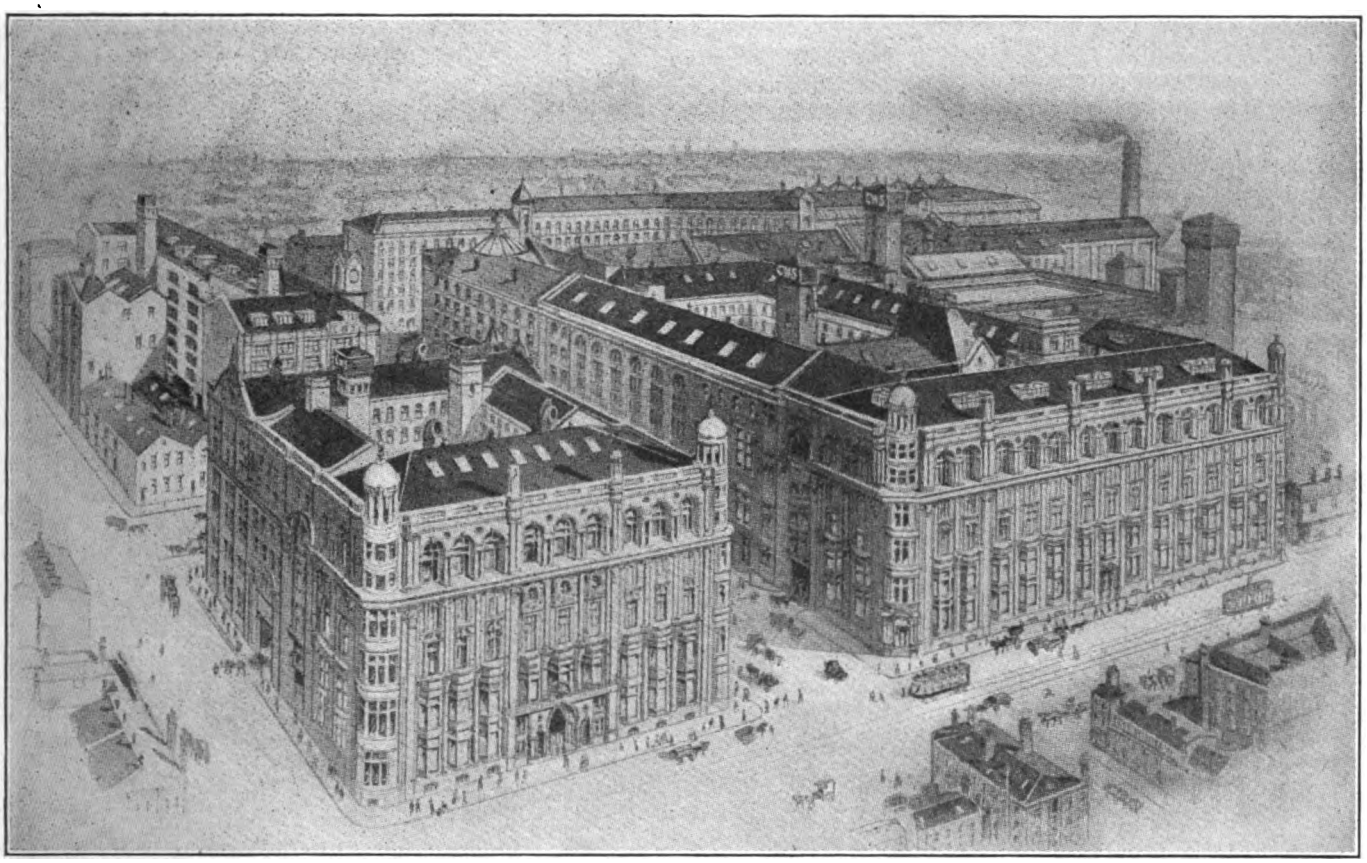
cooperative industry. The "Christian Socialists" made their greatest contribution to the cooperative movement in securing in 1852, with the assistance of John Stuart Mill, the enactment of the "Industrial Provident Society Act," which gave a legal status to the cooperative societies. The Christian Socialists were drawn chiefly from the ranks of the clergy and the barristers, most prominent among the former being Charles Kingsley, among the latter Thomas Hughes, author of the "Tom Brown" books. Like the Owenite Socialists, their work was valuable in spreading the gospel of cooperation and inculcating the cooperative spirit. That they failed to leave any enduring monument to their efforts in the cooperative field, was due to the fact that they tried to build from the top instead of from the bottom. This rock-bottom foundational work for a lasting cooperative movement was reserved for much humbler hands in a very humble spot.



From "The Cooperative Wholesale Societies Limited Annual, 1918"

BIRD'S-EYE VIEW OF CENTRAL PREMISES OF COOPERATIVE WHOLESALE SOCIETY LIMITED, MANCHESTER

LOWLY BEGINNINGS OF THE ROCHDALE COOPERATIVE PLAN

In the little English mill town of Rochdale, close by Manchester, on a certain dreary Sunday afternoon in November, 1843, twenty-eight poor flannel weavers met in a Chartist reading-room to talk over their troubles and if possible to find a way out. It was one of the darkest periods in the history of labor. Condemned to toil for long hours and scanty pay, they were forbidden by law to organize for their own protection. These flannel weavers had just lost a strike for an increase in wages, hope was at its lowest ebb, and the gloom of the November day was reflected in their souls. But one of their number, Charles Howarth by name, possessing a strong grip on the doctrine of organized self-help, through that obtained an inspiration and a vision of a better day for workers.

This he proceeded to unfold to his fellow weavers in a formulated plan of action—since so widely known as the "Rochdale Plan," which with slight modifications and adaptations, has been adhered to in all the vast cooperative enterprises in Great Britain, Europe, and beyond. Howarth's proposal to the weavers was as follows: That they should form an organization to be called the "Rochdale Society of Equitable Pioneers," since their object was equity in industry; and that they should begin operations with a provisions store, the working capital for which should be obtained from the consumer members subscribing for one or more shares (valued at £1 each), just as in a joint stock company; that the interest paid on this capital should be limited to the current rate, and that the shares should always remain at par; that the control of the business should be democratic, that is, one vote to one member regardless of the number of his shares, and that the voting must be done in person, never by proxy; and lastly, the selling price of goods to members should be at the prevailing market price for such; *but*—and herein is the feature which distinguishes the cooperative from the privately owned store—the difference between the wholesale and retail price, commonly called "profits," instead of finding its way into the pockets of private merchants, *is returned to the consumers in proportion to their purchases,* and all sales are for cash.

The boldness of Howarth's project appears to have caught the imaginations of the starving flannel weavers (to whom a pound of English money represented wealth beyond their wildest dreams), quickened their pulse-beats, and stirred their sluggish natures to something like a spirit of reckless adventure. At any rate they readily agreed to their leader's suggestion to put aside 2 pence a week from their meager earnings for the requisite pound share, and the pledge was kept though some of them, doubtless, went hungry. Three of their number volunteered to go around as collectors every Sunday, although they had to traverse a circuit of 20 miles. The original twenty-eight members grew to forty, and the weekly toll was raised from 2 to 3 pence; yet even so, it took

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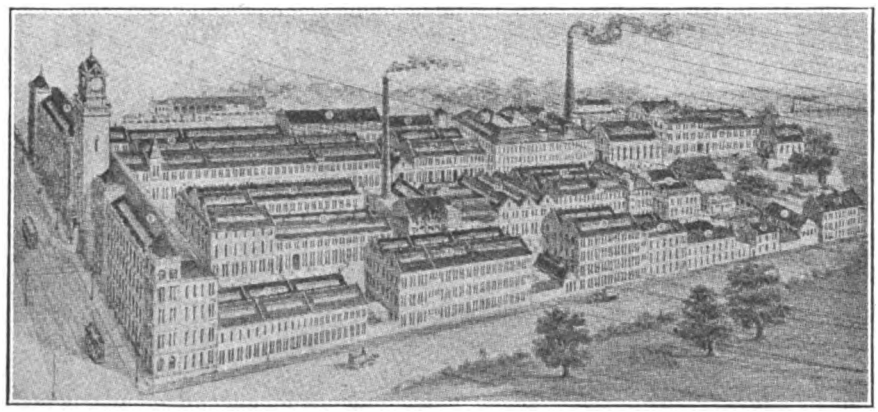
more than a year to raise £28 (about $140). With this munificent sum they launched the most notable commercial enterprise of modern times.

They rented the ground floor of a dilapidated warehouse in "Toad Lane" for a yearly rental of £10, and after buying store fixtures found they had £15 with which to buy their stock of groceries, which consisted at first of four commodities: Flour, butter, sugar and oatmeal. Four of the "Pioneers" served as a store force—salesman, cashier, secretary and treasurer, and on the evening of December 21, 1844, they took down their shutters and opened shop amid the jeers of the Toad Lane populace and the cat-calls of street gamins. For a time the store was open only on Monday and Saturday evenings; later, every evening, and it was several years before it kept open all day. The early existence of the Rochdale venture was precarious. As in most new undertakings those of little faith fell away, but the loyal and persevering ones held on, and slowly but surely the enterprise grew.



From "The Cooperative Wholesale Societies Limited Annual, 1918"

PRODUCTIVE WORKS OF THE SCOTTISH WHOLESALE COOPERATIVE SOCIETY LIMITED, AT SHIELDHALL, GOVAN, GLASGOW.

TREMENDOUS DEVELOPMENT OF MOVEMENT IN UNITED KINGDOM

At the end of their first year the "Pioneers" had eighty members, a capital of £180, and the weekly receipts in the last quarter of 1845 averaged £30—more than their original capital. The membership increased each year until in 1851 they numbered 800, and the capital had grown to £2,800! Their success gave a new impetus to cooperation in England, and societies and stores modeled on the Rochdale plan sprang up all over northern England and the Scottish Midlands. While some of these failed, the majority succeeded, and in 1863, twenty years after the conception of the plan, they formed the North of England Cooperative Wholesale Society (of which forty-five local stores took the stock), which opened a store in Manchester in 1864 with a force of two men and a boy. By 1869 the Society had built its own six-story warehouse and had opened two purchasing depots in Ireland. The subsequent development of the English Cooperative Wholesale Society makes one of the most romantic stories in the modern economic world, comparable with that of Standard Oil, United States Steel, and the Canadian Pacific Railway, only greater than these because of the principle of industrial democracy it embodies. By 1916 it had 30,000 employees, and 1,200 retail societies held shares in it. Its resources in share capital, loans, reserves, and insurance funds amounted to $64,000,000, and its net sales that year were $254,000,000. The English Cooperative Wholesale is the largest food supply establishment in the world, sending its buyers into every corner of the globe. The Scottish Cooperative Wholesale, with headquarters at Glasgow, operating in less territory than the English, has naturally a smaller volume of trade, yet in 1916 it recorded net sales of more than $70,000,000. In many great undertakings these two societies combine.

Very soon these wholesale cooperators saw the wisdom of getting nearer to the sources of production, and in 1873 they entered the manufacturing field, their first venture being a cooperative bakery and their second a boot-and-shoe factory—today the largest in the United Kingdom. They likewise operate the largest textile mills, and their eight great flour mills have been for some time the largest takers of Canadian wheat. At Glasgow, Scotland, the cooperators have the largest bakery in the world, while in their Shieldhall Works in Glasgow more industrial operations are carried on within one common gateway than in any other place in the world, 4,000 men of a hundred trades and occupations being employed in sixteen factories with a yearly output of $5,750,000. In its Annual for 1917 the British Cooperative Wholesale, Limited, lists sixty-five factories, some of them in Australia, and describes its activities in all fields as follows: Wholesale general dealers, manufacturers, bankers, insurers, millers, printers, bookbinders, lithographers, architects, engineers, builders, shipowners, butter-factors, lard-refiners, bacon-curers, fruit-growers, saddlers, tanners, cutlers, iron-founders and tin-plate workers, tea-growers, blenders and packers, farmers, importers, fellmongers, etc., ad infinitum, in the whole field of production and distribution. They own 30,000 acres of English farm lands and in 1917 bought 10,000 acres of the best Canadian wheat land; they have also nearly 4,000 acres of tea plantations in Ceylon, vineyards in Spain and Greece, and they have recently leased a vast tract of palm olive groves in British Sierra Leone, West Africa, for the production of oil for their soap factories.

Besides all this, the British Cooperative Wholesale has invested half a million dollars in 50,000 building lots and workingmen's homes, to be paid for on the cooperative plan; so that the old proverb about "eating one's self *out of* house and home" has been transformed by cooperators pursuing the policy of returning dividends on purchases into the happier philosophy, to "eat yourself *into* a home." Banking and insurance were later developments in the British cooperative field, but they have been crowned with as great success as the other cooperative enterprises, the cooperative insurance methods having proved of special value to investors by reason of their greater simplicity and economy. The investments and assets of the English Cooperative Bank at the close of 1915 were reported near $40,000,000 and its deposits and withdrawals in 1916 at $1,347,919,678.

Perhaps the figures which best attest the size and strength of the cooperative "spreading oak" which grew from the small Rochdale acorn are contained in the statement that, from 1861 to 1914, British cooperative societies, wholesale and retail, made net sales aggregating nearly $14,000,000,000, of which *two billions were returned to the consumers.* The growth of the movement during the war went far ahead of any previous records, the reason for this being easily seen. When the crash came, and the food panic seized the people in the warring countries, private dealers immediately began cornering food and boosting prices. This was the cooperators' opportunity to prove the truth of their claim of operating in the interest of consumers, and they improved it by holding down and standardizing prices, thereby increasing their popularity tenfold. Their mem-

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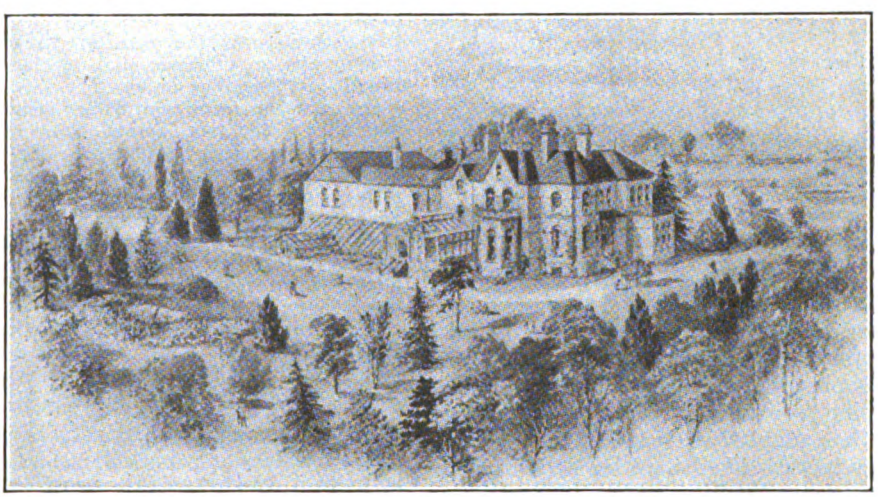
bership showed an increase in the first year of the war of 176,000, as against a 70,000 increase for 1913, and by 1918 the cooperators numbered about one-third of the entire British population. Their wholesale societies handled that year nearly $1,000,000,000 worth of commodities, with a net profit of $100,000,000; $35,000,000 were devoted to educational and social-welfare work, and the remaining $65,000,000 were returned to the consumers in dividends on purchases. They own their own steamship lines and operate their own coal mines. From the beginning of the movement, education and social welfare have been a feature of Rochdale cooperation, even the weaver pioneers voting to put aside 2½ per cent of net profits for such purposes. In consequence, schools, libraries, recreation clubs, hospitals and sanitariums have grown up in the wake of successful cooperative enterprise.

While the British Cooperative Movement is an epitome of the world movement and marks its greatest achievement to date, the same gospel spread to the continent and has made a substantial showing in practically every European country. Second only to its development in Great Britain has been that in Germany. Although the first Rochdale store in Germany was not opened until 1864, according to figures furnished by Prof. Charles Gide, the great French authority, the German societies made greater proportionate gains in both membership and sales within the period 1902 to 1914 than did the British societies. Gide reports a Hamburg society of 79,000 members in 1914, one at Leipzig with 65,000 members, and one at Breslau with more than 100,000, the largest cooperative society in the world—this, in spite of (or perhaps because of) the hostile attitude of German government officials toward the various cooperative concerns, which they dubbed "revolutionary shops," and forbade the government employees to deal with them.

THE STORY OF ROCHDALE COOPERATION ON THE CONTINENT

The movement gained in Germany during the war as it did in all other countries, the Hamburg society receiving more than 15,000 new members in 1915, and the German Cooperative Wholesale at Hamburg—the largest in the world outside of England and Scotland—did a business in 1916 of $38,000,000. This is what Germany did with a distinctly British organization, but Germany also originated and developed cooperative banks. In 1849 Frederich Raiffeissen organized a loan bank for rural peasants, the members of which were rich philanthropists. After this had languished for a dozen years he formed another *with the borrowing farmers as members,* which succeeded, and subsequently others were organized. In 1913 there were 16,000 of these Raffeissen banks in Germany, with a combined capital of $650,000,000, and deposits of $570,000,000, which have wrought untold good for the German agricultural classes.

The country next in cooperative development is Russia, the number of societies in which had risen from 2,000 in 1905 to nearly 50,000 in 1917, comprising about one-third of the population. The Moscow Union of Consumers' Societies, or the Wholesale, which started in 1898 with eighteen societies, embraced 3,000 by the end of 1916, and its yearly turnover rose from $5,000,000 in 1914 to $45,000,000 in 1916. Today organized cooperation is known to everybody in Russia; the people and the government both looking to it to rebuild the nation.



From "The Cooperative Wholesale Societies Limited Annual, 1918"

RODEN CONVALESCENT HOME, ENGLAND

France led the way in cooperative production, under Louis Blanc, who in 1848 organized a number of self-governing workshops, which gradually multiplied, and by 1910 were doing an annual business of $10,000,000. France has been active also in agricultural cooperation since 1893, forming thousands of societies with hundreds of thousands of members. The cooperative store had a slower growth in France, though Gide reports for 1914 3,261 distributive societies, with 881,000 members, and annual sales of 321,000,000 francs.

The great Vooruit Society of Belgium originated in a small cooperative bakery, started by Edouarde Anseele, the son of a poor shoemaker, at Ghent in the early eighties, now grown into a mighty institution, controlling three bakeries with a weekly output of 110,000 loaves, a large department store, twenty-one groceries, five clothing and six shoe stores, a large brewery, one of the largest printing presses in Belgium, a coal depot, and a chain of drug stores. The peculiar feature of cooperation in Belgium is that *all* the net profits from cooperative enterprises are given to education and social welfare, conducted through their beautiful "maisons du peuple," social centers in which is housed every kind of cultural and recreational activity. The most palatial of these, located at Ghent, is the home of the great "Vooruit" society. As evidence that the war did not obliterate cooperation even in this invaded country, the Vooruit gained 1,400 members in the first year of the war, opened its twenty-sixth branch store, and had a turnover of 5,688,000 francs.

Denmark and Ireland were both reclaimed from ruin by still another form of cooperation—agricultural, which has found expression in cooperative dairies and creameries, bacon-curing plants, and egg and poultry societies. Denmark was driven to this by the destructive Prussian war in 1866, and Ireland, decimated by famine and its wretched system of land tenancy, was finally persuaded by Sir Horace Plunkett and Father Finley in 1890 to experiment with the cooperative idea, suspicious as they were by nature of anything emanating from England. The success of the experiment may be indicated by the showing in 1913 of 947 cooperative societies in Ireland with a yearly turnover of $16,000,000. As in all other countries, this has increased greatly since the outbreak of the war.

Switzerland is one of the banner cooperative lands, having one cooperative society for every 500 inhabitants. The University of Zurich has lectures and courses in cooperation for the education of managers and officials in cooperative enterprises—a most important phase of the work. Norway, Sweden and Holland have all developed distributive and agricultural co-

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operation on a large scale and have made substantial showings.

Austria was among the last of European countries to develop cooperation, and little was done until after 1890, when the active opposition of the middle-class tradesmen aroused the workers. As in Germany, the Austrian government was hostile to cooperative enterprise, but its desperate food straits during the war forced the government to entrust the control of food distribution to the cooperators, who had proved their greater efficiency. The powerful Vienna distributive society had a membership of 59,000 in 1915 and a trade of 24,000,000 crowns. In 1916 was established the great Victualing Union of War Workers, comprising 400 industrial establishments with 200,000 members, which provided cooperatively for about one-third of the population.

Italy has made a unique contribution to cooperation in her cooperative labor groups, wherein workmen become contractors for their own labor, subscribe or hire capital, and undertake large public and private contracts, as building railroads, roadways, and canals, though all forms of cooperation have taken root in Italy.

ADAPTABILITY AND LARGE RESULTS OF THE ROCHDALE PLAN

Thus has the movement spread across Europe from end to end; it has flourished under diverse forms of government and among the most diverse peoples and cultures. The significant thing about the Rochdale plan is that it has adapted itself to all. Each country has modified the idea according to its own peculiar genius. Thus England developed distributive cooperation, Germany cooperative credit, France and Belgium cooperative production, Denmark and Ireland cooperative agriculture and Italy cooperative labor. Holding itself resolutely aloof from both politics and religion the Cooperative Movement was the only thing that preserved its international character in the great war. When everything else, including Christianity and Socialism, went down in the universal cataclysm, cooperation alone stood up. One of its able advocates says of it:

> It necessitates no revolution; it disturbs no authority, confiscates no man's property and equalizes the future without spoliation. The strained relations of capital and labor adjust themselves automatically under the magic touch of cooperation. It changes the workingman's attitude toward capital, wherein he sees it not as an instrument of oppression but as an agent of progress; since cooperators are not *haters* of capital, but *creators* of capital, and it provides an easy, simple plan for those without capital to acquire it—THROUGH ORGANIZED, COLLECTIVE SELF-HELP. And cooperation in industry is the next step in the world sweep of democracy.

General Salary Provisions of the Legislative Act

A number of inquiries have been received and more are constantly coming in regarding the exact provisions of the Legislative, Executive, and Judicial Appropriation Act relative to the general salary increase granted civilian employees of the Government for the fiscal year 1920.

Appended is that part of Section 7 of the Act which contains the information sought:

SEC. 7. That all civilian employees of the Governments of the United States and the District of Columbia who receive a total of compensation at the rate of $2,500 per annum or less, except as otherwise provided in this section, shall receive, during the fiscal year ending June 30, 1920, additional compensation at the rate of $240 per annum: *Provided,* That such employees as receive a total of annual compensation at a rate more than $2,500 and less than $2,740 shall receive additional compensation at such a rate per annum as may be necessary to make their salaries, plus their additional compensation, at the rate of $2,740 per annum, and no employee shall receive additional compensation under this section at a rate which is more than 60 per centum of the rate of the total annual compensation received by such employee: *Provided further,* That the increased compensation at the rate of $120 per annum for the fiscal year ending June 30, 1919, shall not be computed as salary in construing this section: *Provided further,* That where an employee in the service on June 30, 1918, has received during the fiscal year 1919, or shall receive during the fiscal year 1920 an increase of salary at a rate in excess of $200 per annum, or where an employee, whether previously in the service or not, has entered the service since June 30, 1918, whether such employee has received an increase in salary or not, such employee shall be granted the increased compensation provided herein only when and upon the certification of the person in the legislative branch or the head of the department or establishment employing such persons of the ability and qualifications personal to such employees as would justify such increased compensation: *Provided further,* That the increased compensation provided in this section to employees whose pay is adjusted from time to time through wage boards or similar authority shall be taken into consideration by such wage boards or similar authority in adjusting the pay of such employees.

The provisions of this section shall not apply to the following: Employees paid from the postal revenues and sums which may be advanced from the Treasury to meet deficiencies in the postal revenues; employees of the Panama Canal on the Canal Zone; employees of the Alaskan Engineering Commission in Alaska; employees paid from lump-sum appropriations in bureaus, divisions, commissions, or any other governmental agencies or employments created by law since January 1, 1916, except that employees of the Bureau of War Risk Insurance shall receive increased compensation at one-half the rate allowed by this section for other employees: *Provided,* That employees of said bureau who are compensated at rates below $400 per annum shall receive additional compensation only at the rate of 60 per centum of the annual rates of compensation received by such employees; employees whose duties require only a portion of their time, except charwomen, who shall be included; employees whose services are utilized for brief periods at intervals; persons employed by or through corporations, firms, or individuals acting for or on behalf of or as agents of the United States or any department or independent establishment of the Government of the United States in connection with construction work or the operation of plants; employees who receive a part of their pay from any outside sources under cooperative arrangements with the Government of the United States or the District of Columbia; employees who serve voluntarily or receive only a nominal compensation, and employees who may be provided with special allowances because of their service in foreign countries. The provisions of this section shall not apply to employees of the railroads, express companies, telegraph, telephone, marine cable, or radio system or systems, taken over by the United States, and nothing contained herein shall be deemed a recognition of the employees of such railroads, express companies, telegraph, telephone, marine cable, or ratio system or systems, as employees of the United States.

Section 6 of the legislative, executive, and judicial appropriation act approved May 10, 1916, as amended by the naval appropriation act approved August 29, 1916, shall not operate to prevent anyone from receiving the additional compensation provided in this section who otherwise is entitled to receive the same.

Such employees as are engaged on piecework, by the hour, or at per diem rates, if otherwise entitled to receive the additional compensation shall receive the same at the rate to which they are entitled in this section when their fixed rate of pay for the regular working hours and on the basis of 313 days in the said fiscal year would amount to $2,500 or less: *Provided,* That this method of computation shall not apply to any per diem employees regularly paid a per diem for every day in the year.

Harvest Time

(Written for THE FEDERAL EMPLOYEE)

We're buildin' boats to float on water;
Makin' ships to fly in air;
An' a gun to blow the kaiser
From his saintly-kultur'd lair.

I ain't got much eddication,
An' I can't see werry far,
'Cept it's harvest time fer grafters
When the country is at war.

An' I'm not shure them cantonments
Ez gittin' doller's worth fer doller.
'Cause a lot o' them there grafters
Ez layin' low to git the "yaller."

'Course, I ain't had eddication,
An' I can't see werry far,
'Cept it's harvest time fer grafters
When the country is at war.

Sez the dreamer to the schemer:
Guess we gotta work our wits;
Sez the idler to the sidler:
We must shurely "git our bits."

Wisht I had some eddication,
So I couldn't see so far;
An' I couldn't see 'em reapin'
When my country is at war!

—S. TYSON KINSELL.

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"My Day's Work"

It is hardly an exaggeration to say that almost every kind of work that the sun shines on is done daily, not only in this country but in other parts of the world as well, by the civilian employees of the United States in the ordinary performance of their official duties. To gather this wealth of material in the form of narratives told by the workers themselves and to place it before their readers is one of the tasks which the Editors of THE FEDERAL EMPLOYEE have set for themselves. The stories which appear below are the first of the contemplated series which is here outlined.

A Strenuous Christmas

By J. B. FITZGERALD

Immigrant Inspector and Member of New York City Federal Employees Union

"This narrative," writes the author, "which seems an unusual occurrence, was really typical of the work I carried on in the Rainy River section when on patrol between Kettle Falls and Lake of the Woods, a stretch of wilderness something like a hundred miles in extent. I had several such experiences during the winter of 1915."

SOMETHING disturbed me. I opened my eyes. The place gradually assumed the appearance of the bunk-house I had entered the night before. A gruff voice bade me get up. I tossed aside the rough blanket and brought my hundred and seventy pounds of tired and muscle-sore body slowly to the floor. A glance toward the adjoining bunk told me that Erickson, my guide, had gone. Dressing quickly, I buckled on my holster, then hastened to the cook shanty, where I glanced eagerly up and down the rows of faces hovering above the long board tables. The guide was not there. I thought it strange that Erickson had not awakened me earlier. He knew my plans—knew that I had anticipated an early return to International Falls, where I wished to spend Christmas evening with my family. As soon as breakfast was over I hastened back to the bunk-house. I had hopes of learning something as to the guide's whereabouts, but the place was deserted. I began to fear that something had gone wrong. I could think of no good reason why Erickson should have left without letting me know. I then went outside and made a further search. My worst fears were confirmed—the dogs, too, were gone.

IN THE FROZEN WILDERNESS DESERTED BY HIS GUIDE

I returned slowly to the bunk-house, where I slumped down upon the edge of my bunk, feeling very blue and very much alone, for I had counted upon Erickson to lead me back to civilization and to the wife and kiddies who were waiting for me.

Camp No. 3 was a lumbering camp situated on the northern bank of Sand Point Lake, one of the extensive chain of large lakes which marks the boundary between Minnesota and Ontario, Canada. There was only one approach to the camp from Canada, that through the muskeag and timber of the wildest section of northern Minnesota, through deep snow and across frozen lakes. The trip through this wilderness, even to the initiated, was an undertaking of considerable magnitude, involving hardships which to the inexperienced in woodcraft were almost unthinkable. You can imagine my plight then when I say that the only alternative was to make the return trip alone on foot.

The owners of the camp had a few weeks before requested of the United States Immigration authorities at International Falls the privilege of transit from Canada of a number of laborers. Inasmuch as these men were to perform work in a Canadian camp not much thought was given the request and it had been readily granted. Recently, however, word had come to the chief immigration officer that there were a great many more alien laborers entering than Camp No. 3 could accommodate. The Chief was puzzled. Where were the men going? None had been reported back as agreed by the camp owners, and none had been checked out by the immigration authorities. So I had been sent into the woods to investigate. I had hired Erickson and his team of six dogs to guide me in and out of the wilderness. He had guided me to the camp faithfully enough, but now it began to look as though he had deserted me.

The camp, as I said, was situated in the heart of a very wild country, where the fox, the beaver, the mink, and the fisher abounded; where the wolves howled in the early morning and, when the snow was deep and the cold intense, hunted and killed wantonly the valuable ruminant and herbivorous animals. It was, indeed, a country in which I had no desire to be left.

CAMP BOSS RED RILEY NOW APPEARS ON THE SCENE

As my mind dwelt upon Erickson's duplicity the bunk-house door suddenly opened and Red Riley, the camp boss, a typical lumberjack bully of prodigious strength and size, stepped into the opening, where he stood leeringly contemplating me. It occurred to me then that Riley might know—might be able to explain something about Erickson's disappearance. With this in view I approached him.

"Did you see Erickson?" I inquired.

Riley's leer disappeared and his expression changed to one of cunning. Then in slow measured tones, which left the impression that he and the guide had something in common, he drawled, "He left here about an hour ago, but you needn't worry; he'll be back in a week or so."

I knew then that he and Erickson had tricked me. Riley evidently feared the result of my investigation of the evening before, which would, when my report was finally rendered, spoil a very extensive attempt to lower the American wage scale and at the same time fill Riley's pockets with good American dollars.

"You induced him to leave?" I demanded with some heat.

He glared at me scornfully.

"Why did he leave?" I insisted, though by this time I felt certain that Riley had induced the guide to go.

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The prospect, too, of having to remain indefinitely in this dirty and smelly bunk-house with its dirtier and smellier inmates loomed larger every second. "Why did he leave here without me?" I repeated.

Riley raised his head high and laughed out loud. "You inspectors are not so wise as you think," he rasped. "Do you suppose I was born yesterday?"

This left me speechless and boiling with wrath. I did not trust myself to speak—all I could do was to stare at him. Suddenly Riley turned, and giving vent to another loud, mocking laugh, stepped out.

RILEY'S CRIMINAL SCHEME AND HOW TO FRUSTRATE IT

The slamming of the door aroused me, and I rushed outside, intending to follow and demand an explanation, but Riley had disappeared. Perhaps it was well he had—for me. Back again in the bunk-house I cursed Erickson, the camp boss, and the wilderness to my heart's content. It was a quarter of an hour before I finally gathered my wits so that I could think clearly. It was up to me to get out somehow, but the only means that held out any hope of getting back to International in time to frustrate Riley's intentions was to walk, and this, I felt, was impossible.

My investigation had convinced me that the cheap labor which was being brought across the line from Canada was being distributed among the American camps farther south, and that those interested, Riley among them, were receiving large bonuses for their trouble. This was clearly in violation of the United States Alien Contract Law, and I had determined to stop it. Another large batch of laborers was expected to arrive in a few days. Riley was interested in securing their entrance to the United States, and now sought to prevent my return in order that he might not be molested. *It was up to me.*

I spent the day among the men in the woods learning what I could, and by dark had determined my course of action. On the way back to the bunk-house I noticed a horse, fully saddled and ready for a journey, picketed outside the cook shanty, but thinking it probably belonged to someone from one of the other camps, I dismissed the incident from my mind.

In the bunk-house I again met Riley. I took this occasion to remind him that I was a government officer and that he was interfering with me in the discharge of my duty.

"Duty!" he blurted. "Duty! What are you talking about? Duty!" He dragged the last word out with a scowl. "You and your crowd are interfering in my business. Your false ideas about cheap alien labor are all rot. Bah!" He then left the bunk-house.

I retired, vowing to show this big bully that our ideas about cheap alien labor were *not* all rot.

THE DAY'S WORK INCLUDES A THRILLING ADVENTURE

Early the following morning I packed away a good breakfast; then by a little cajollery I secured enough grub to last me two days or more. An hour later I was well on my way across the frozen lake, following an old wagon trail over the ice. Although it had snowed the night before, the trail was still fairly well defined, and along it I noticed the hoofprints of a horse, probably those of the saddled animal I had seen picketed outside the cook shanty the evening before.

The going was not so bad as I had anticipated, and I mushed along easily in my moccasins. About five miles from camp I was unfortunate enough to slip into an air hole and sank to my waist in the icy water. After this I took to running in order not to freeze and made excellent time. Suddenly, in chancing to look back, I was surprised to see six large grayish dogs following me. I stopped; the dogs stopped also. "Erickson!" I breathed. But no, Erickson had one black dog, while all these were of a light color. I whistled to them. They flopped down in the snow. And in that second I realized the truth. They were *timber wolves!*

Wolves! my God, wolves! Everything nearest and dearest loomed before me. Instead of having Christmas supper with my family it suddenly looked as though I was to make a Christmas meal for these forest beasts. I was already warm from running, but now the sweat rolled from me, for timber wolves meant death, and such a death! I shivered with terror and turning, ran. Goodness only knows how I kept up running. I ran, ran, ran, until it seemed I could not go a step farther. The wolves followed, always keeping at a distance, but always following, their red tongues lagging, the tiny puffs of vaporized breath from their throats always there—there, yet so close. Several times I stumbled and fell. On these occasions I noticed that the wolves stopped and waited, only to continue the chase the moment I again started off.

At last, exhausted, I sank down. Immediately the wolves formed themselves into a semicircle and squatted in the snow. It was minutes—minutes of terror—before I realized that I was not to be attacked at once. Presently my hand came into contact with the ice-incrusted holster at my side. My heart leaped with a new hope. In my terror I had forgotten all about my pistol, but again to my chagrin I found that the pistol was frozen fast to the leather. Then followed moments of anxious endeavor. All the while the wolves remained almost buried in the snow and sticking to their post. Finally I succeeded in unfastening my belt, and then by hammering the frozen holster against the ice I at last succeeded in freeing the pistol. But now I found that the barrel was held immovable and choked with ice. A good many more minutes passed before I had it working smoothly. Then I felt a great sense of relief and security.

Presently another thought obsessed me. What if I fired my ammunition and missed? Would the wolves still hang on my trail? Or would the noise of the reports scare them off? I speculated upon this before I finally decided to risk a shot. I had often practised with the weapon I carried and was a pretty fair shot under ordinary circumstances, but this was no ordinary circumstance. Next I spent several minutes in watching the almost indistinct animals. I wanted to pick out the leader, for I felt that if I could get him the others would light out. It was not easy to make the choice, for the wolves blended almost perfectly with the snow.

At last I made my selection. The animal I picked was in about the center of the semicircle which they had formed. I took careful aim at the spot where he sat crouched. But again the fear of missing caused me to lower my arm. If I missed I would have but five more chances and there were six animals. Why hadn't I carried more ammunition? I remembered then that six shells were all I had in the house when I left home, and I thought regretfully of the hundreds I had squandered in practising on Rainy river. My present position could not be maintained indefinitely, however, without something happening, so I again determined to take a chance.

Accordingly I once more took aim. Simultaneously with the report of my pistol I saw a tuft of hair spring into the air, then suddenly the snow in that direction spurted volcanically, blotting out the figures of the wolves and the landscape beyond. When the snow "dust" had subsided I saw my enemies far off across the lake; they were making for the timber with the greatest alacrity, followed by a cloud of snow. I gave a loud whoop, for I felt that impossible-to-describe feeling of having been over the top and of having won a battle.

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THE TRAIL LOST AND FOUND—HOME ONCE MORE

Now that the worst was over I discovered that I was off the trail and lost. Nevertheless, this fact did not bother me much; the fear of being lost was nothing to the fear of being eaten by wolves. I then headed westward or in the direction I thought was west, but which I subsequently learned was almost due south, and it was well I had taken this course.

At ten o'clock I suddenly found myself leaving the lakes and approaching a group of shacks. This was Harding. Here I was informed that the old logging road from Cusson to Lake Kaptagama had that very morning been reopened, and that a logger would leave Kelly's Crossing for Elephant Lake at noon. I covered the seven miles to Kelly's Crossing in an hour and a half. At one o'clock I was dumped off the logger at Elephant Lake, from which point it was only eleven miles to Cusson, where a train was due to leave for Ranier at 3.20 p. m.

Weary beyond imagination, I reached Cusson in time to catch that train. Upon my arrival at Ranier I telephoned the Chief at International and informed him of what I had learned. My report reached him just in time to prevent the entrance of more than one hundred "bohunks," who, the Chief said, were at Fort Frances, Ont., in care of Red Riley, all ready to cross over. "Red Riley?" I whispered, "but—" then I recalled the hoofprints in the snow on the lake and understood.

The very first person I met when I reached the Falls was Erickson. He stared at me as though I were a ghost. But I was too fatigued to bother him then; I wanted right bad to get to the wife and kids. Anyhow, I had already done a day's work.

Salaries and Wages

We get confused dealing with salaries and wages. Fernald differentiates: "Salary is for literary or professional work, wages for handicraft or other comparatively inferior service." Seems to me, handicraft and brain-i-craft are closely allied if results are worth while. Skilled handicraft is no longer "inferior service"; neither is literary or professional work *per se*, superior service. F. says further: "Salary is regarded as more permanent than wages." Why? Because wages have depended upon the justice, generosity or meanness of salary. Go digging into any of these old rubbish piles and down in the mustiness somewhere you strike the master and serf idea.—*San Francisco Star.*

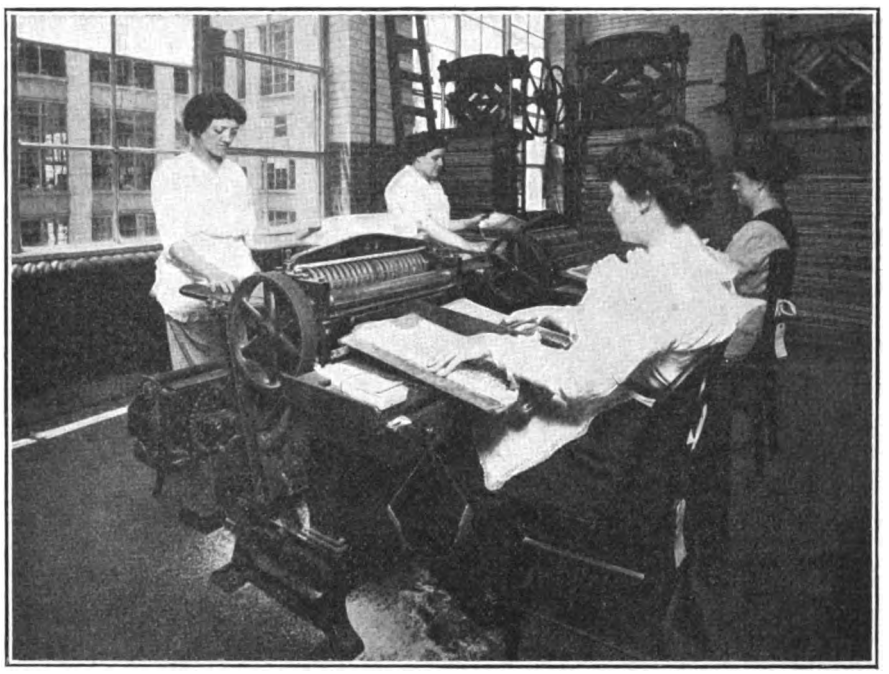
In "The Bureau"

It is a far cry from the frozen lakes and pine woods and wolves of Minnesota to the workrooms of the Bureau of Engraving and Printing (familiarly known as "the Bureau") on the banks of the Potomac. The story here told is that of more than 150 women, who play an essential rôle in the great plant which turns out for Uncle Sam billions of stamps, bills, bonds, and other securities.

By MARY O'SULLIVAN

Member of the Women's Union of the Bureau of Engraving and Printing

NOW THAT our munificent legislators have granted a salary increase of $240 for the next fiscal year to federal employees, after much discussion as to whether the said employees earned the compensation which they asked for, as an appropriate argument a little treatise on "A day's work in the life of a federal employee" may be convincing as well as interesting.



Courtesy of Director Wilmeth of Bureau of E. and P.

PERFORATING THE SHEETS OF STAMPS

AN EARLY START AND THE PREPARATIONS FOR WORK

Seven a. m. the writer boards a car, rides for about three-quarters of an hour and arrives at "the Bureau" about 7:45. On producing a pass admittance is gained, and at once there is a very noticeable rush on, as if the day's work started inside the door—each hurrying to her particular division or section. One of these very important divisions is the Stamp-perforating Division. Before starting the day's work it is absolutely necessary to change one's clothes and put on a gingham or white dress, as the dust which comes from the mucilage on the stamps leaves a thick white coating, particularly visible on any kind of dark apparel. Various kinds of hats are patented and worn by the workers, some made of paper and some of cloth, as the afore-mentioned dust has a ruinous effect upon the hair. Thus attired, at the sound of the 8 o'clock bell the dressing room is left behind and work starts.

THE DAILY GRIND OF THE MACHINE OPERATIVES

The stamp-perforating room is large and airy (looking), divided into two parts; on one side are ranged some twenty to thirty perforating machines, on the other, tables to accommodate the counters, who pack the stamps in readiness for the postoffice. The work in this division is interesting inasmuch as all kinds of stamps are handled by the operatives and counters, and they become familiar with the one-cent and the dollar stamp, the sixteen-cent aeroplane and the five-dollar War Savings Stamp, the thrift stamp and the various tax stamps, and the innumerable other grades that come in between.

A laborer (who, by the way, earns a larger salary than the skilled operative or counter, on the ground that he

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is a male and she is a female, which is the "old order" way in which things explain themselves in the Bureau of Engraving and Printing), brings the work to the machine—500 sheets at a time. Each sheet contains 400 stamps, and there is a board separating each 100 sheets. These stamps have come direct from the gumming room, are stiff, inclined to roll and difficult to handle; if at once put through the perforating machine the sheet would wind round its wheels. To prevent this the work must be what is termed "broken." It is done after this manner: the operative takes hold of 100 sheets between the fingers and thumb of the left hand, at the top righthand and lefthand corners alternately, draws the work toward the opposite corner, and where the side

Courtesy of Director Wilmeth of Bureau of E. and P.

THE FINISHED WORK READY FOR DISPATCH TO THE POSTOFFICE

and top meet she "breaks" the paper with the side or the palm of her right hand, gradually moving the paper back to its old position. This "breaking" has to be done to all sides of the paper to insure the best results. It is warm exercise, excellent for the muscles of the right arm and very effective in producing large bones in the wrist. A supply of mallets for this purpose was distributed several years ago to the operatives in this division, but the supply has never been renewed. Perhaps if those in authority helped to "break" the greater part of 7,500 sheets of paper in a day they would better understand the worker's needs.

HOW THE COUNTERS CONTRIVE TO STEER CLEAR OF IDLENESS

Two women work at a machine—they are both operatives; one operates the machine, the other attends to the box into which the work falls as the sheets of stamps are cut in two, it being her duty to examine the front of the stamps and see that the perforations are not *in* the stamps but *between* them.

When the stamps are finished on the machines they are taken by the laborer to the other side of the room, to the counters. Accuracy, quickness of eye and hand, and the highest order of skill are the characteristics of the expert counter. The day's work for a counter is 10,500 sheets of 100 stamps, as received at the postoffice; this work keeps her busily engaged until 3:45, with a thirty minutes' respite for lunch. There are two ten-minute rest periods during the day, but the average counter cannot avail herself of these luxuries, else she is behind in the work which she must do, and do herself. The counter has to count and examine the stamps in lots of 100 sheets, which must be placed between two boards banded and sealed neatly, ready for dispatch to the postoffice.

BACK-STRAIN, EYE-STRAIN AND DUST FAMILIAR COMPANIONS

The operative and the counter work at all times under a severe strain. The former sits on a backless stool; she has a thin guide line to run her work through on—sometimes this line is heavy and clear, sometimes it is hardly visible. The noise of the machinery does not tend toward any relief. For the counter there is the continual count from one to fifty (the 100 pack is counted in two parts), each separate sheet has to be handled and examined, the stamps come out in different colors, causing the eyes to smart at times, and for everyone there is the dust from the mucilage and perforations, piled at times half an inch thick, so much so that the advisability of continuing the gas-mask factories suggests itself.

LIVING WAGES NOT IN SIGHT AFTER MANY YEARS

For this work some of our legislators "drest in a little brief authority" insist that these women are fully compensated in receiving the fabulous base pay of $2.37 per diem. Is it any wonder that the nerve strain lasts away and beyond the eight-hour working day? Self-supporting women and women with several dependents try to eke out an existence on this miserable wage. After years of service, acquiring a skill that is inimitable, together with patriotic service to the Government and the country, they have to ask and ask year after year for a *living wage*, and it has not yet been given them! Is it a strange thing that as the writer sits at the perforating machine and reflects on life, she sighs and stoically murmurs, "Life is a tough proposition and the first hundred years are the hardest!"

Uses of the Union Label to the Trade Union

It disarms opposition and conquers prejudice.

It commands the respect and protection of the courts and state.

It is invulnerable to the injunction, the lockouts, and the blacklist.

It supersedes the boycott by concentrating the purchasing power upon union products.

It facilitates organization by increasing the demand for the products of organized workers.

It constitutes recognition of the union by making certain the recognition of union products.

It protects the trade union against attack by constituting the purchaser and real employer.

It makes the strike unnecessary by making compliance with union conditions an advantage in business.

It is the most economical agency of trade union work, its cost being little compared with its results.

It is a constant reminder of the common interest and common duty of all trade unionists in and toward each other, and a certain guide in the discharge of that duty.

It is a weapon that profits the employer equally with the employee, but only so long as both aim at the same object. It can never be turned against the employee, because it is the latter's exclusive property, to be given or withdrawn at pleasure.

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With the Locals Far and Near

The varied activities of a number of our Locals are here reported. These items suggest that our membership is not only growing apace in numbers and breadth of interests, but is rapidly acquiring an intensified up-and-doing spirit that makes for progress even more than do numbers.

A GOLDEN MESSAGE, ALBEIT TOO BRIEF, FROM CHICAGO

From our worthy brother, Fifth Vice-President Chas. F. Nagl of the National Federation, than whom no one does day in and day out better and more effectual work for the cause, proceeds this motto:

"For when the one Great Scorer comes
To write against your name,
He writes not that you won or lost,
But how you played the game
With your fellow employees."

BROTHER GRIFFITH OF EL PASO TO BE CONGRATULATED

Political honors have recently come to the Fourth Vice-President of our national organization, Brother W. T. Griffith of the El Paso (Texas) Local, in the form of an election for two years to the responsible position of member of the commission which controls the destinies of that town in lieu of the old-time mayor and council form of government. Mr. Griffith, who is the recipient of congratulations on all sides, polled the largest vote cast for membership on the commission.

A CORDIAL WELCOME TO THESE FIVE NEW LOCALS

During the last few weeks the work of organizing federal employees in several branches of the service has progressed in a very satisfactory manner. National Organizer Peabody (whose work is summarized on page 203) succeeded in bringing into the fold a number of employees of the great government projectile plant at Charleston, W. Va., who are under the jurisdiction of the Navy Department, as Local No. 120. In cooperation with National Third Vice-President Etheridge he also formed a union (No. 116) among the employees of the U. S. Indian School at Wyandotte, Okla. Good work on the part of Brother H. H. Ford of Wilmington, N. C., with live assistance from Brothers C. W. Robeson and J. G. Norris, President and Secretary, respectively, of the new organization, added to our list a union at Savannah, Ga. This local (No. 117) counts among its members, employees in the U. S. Engineers' Service, War Department; Customs Service, Treasury Department; and the Weather Bureau, Department of Agriculture. Brother M. J. Hines, the hustling secretary of the Leavenworth (Kans.) Local, "turned the trick" in the case of the civilian workers of the Quartermaster's Corps, War Department, at Fort Riley, in the same State, who constitute Local No. 118. Down in the orange country, at Riverside, Cal., Local No. 119 seems to have sprung up of itself; that is, without the energizing spirit having come from abroad. Here the membership is among the employees of the U. S. Indian School known as Sherman Institute.

N. F. F. E. MEMBERS AT OFFICIAL CONFERENCE IN WASHINGTON

A largely attended conference of employees of the U. S. Employment Service held shortly after the adjournment of Congress was the occasion of bringing to Washington a number of members of locals, who are (or were) connected with that service. Those on duty at national headquarters had the pleasure of meeting some of these members, among them Brother Earl R. Hoage, President of the Denver Local; Brother Roy C. Fleming, representing the brethren at Seattle, and Mrs. Anna Brand of El Paso. It is hoped that a kindly fate will steer this trio again into our midst before long.

Other N. F. F. E. members attending the above-named conference, with the names of their respective locals, were:

MINNEAPOLIS—Axel Peterson, Mrs. Katherine King; DENVER—Miss Theodosia Raines, H. A. Schofield; KANSAS CITY, Mo.—John E. Lundburg, Mrs. W. E. Cramer, Harry C. Allen, C. M. Tipton, A. W. Clalker; PORTLAND, ORE.—Mrs. Vivian Scott, Edw. R. Wolf; DES MOINES—Mrs. Pauline Newfeld.

INDIANAPOLIS LOCAL REPORTS MEMBERSHIP RAPIDLY INCREASING

The Custodian force at Indianapolis is being enrolled in the local at that place in gratifying numbers, reports Secretary M. P. Grady of F. E. U. No. 78. Brother Grady speaks of attending a "meeting of the Postal Clerks, at which Mr. Hiatt spoke, and was very much pleased at his favorable reference to the progress of our national organization. He spoke in glowing terms of our executive officers, and the wonderful progress of the organization at large. At our last meeting we had the pleasure of being addressed by State President Hamilton of the Post Office Clerks, Local No. 130, Indianapolis. His talk was listened to with close attention, and at its conclusion a rising vote of thanks was extended him for the manner in which he handled his subject, 'Why the necessity of federal employees organizing?'"

[Brother Grady refers to our good friend, President Gilbert E. Hiatt, of the National Federation of Postal Employees.]

TWO LOCALS PROVIDE FUNDS TO PAY TELEGRAPH BILLS

At a recent meeting of the San Diego (Cal.) Local it was voted to assess each member a day's pay, the proceeds to be used as a fund to defray the cost of telegrams sent in the common interest of the federal employees' cause. In this way the sum of $48.44 was collected, out of which telegraph bills amounting to $45.75 were paid.

"With reference to telegrams sent Senators and Congressmen," writes Brother George P. Gurnoe, Secretary-Treasurer of the Hayward (Wis.) Local, "we feel that we will stand the expense rather than the home office pay for the same."

It is the spirit such as here shown that is bound to make the cause forge ahead in spite of any and all obstacles.

ADDITIONAL DELEGATES TO LEAGUE OF NATIONS CONGRESSES

Since the list of delegates on the part of a number of our locals was published (in the March issue) names of additional delegates have been received at national headquarters, as follows:

Representing the St. Louis Local at the congress held in that city February 25 and 26: Brothers John J. Heil, Frank J. Ficker, Charles D. Etue, M. R. Bevington, and W. F. Watson.

Representing the Atlanta Local at the Southern Congress held in that city February 28 and March 1: Brothers Andrew J. Duncan, John W. Boyle, Earl G. Hopkins, J. W. Higgins, and Miss Della Richardson.

(Continued on page 203)

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The Woman's Labor Movement

American working women, with the warm approval of President Wilson, are sending representatives to the Labor Peace Conference at Paris. This action is a logical outgrowth of the woman's labor movement in this country, which gave rise to the formation fifteen years ago of the National Women's Trade Union League, the remarkable development and achievements of which are traced below. Women's biggest battle—for recognition of economic rights—is yet to be fought.

By ETHEL M. SMITH

Secretary of Legislative Committee of National Women's Trade Union League and Member of the Washington (D. C.) Federal Employees Union

AMERICAN working women were given no representation in the labor delegation sent to the Peace Conference by the American Federation of Labor. Nowhere in the peace councils or in the international labor commissions did the men who organized these bodies give women a voice in determining the international labor policies and agreements which will henceforth control the lives of women and the lives of their husbands and children.

An anomalous situation this, at the close of a world war for democracy—a war for political and industrial democracy both, labor men insist.

ORGANIZED WORKING WOMEN'S DELEGATION TO CONFERENCE

But if the organized working men see no wrong in leaving women out of their councils the organized working women do. Through their representatives on the executive board of the National Women's Trade Union League, which includes some 300,000 organized working women, the

ROSE SCHNEIDERMAN

MRS. RAYMOND ROBINS
President of the National Women's Trade Union League

women decided to send their own delegation to Paris, at least to knock at the doors of the all-male Peace Conference. That delegation sailed early in March. The announcement of the project brought from President Wilson such warm approval and encouragement that it now seems certain the women workers' representatives will have an actual part in the international labor councils.

The delegation consists of Mary Anderson, of Chicago and Washington, and Rose Schneiderman, of New York. They went in response to the following letter from the President, written in reply to the League's request for advice as to the timeliness and desirability of a presentation of the working women's case at Paris:

THE WHITE HOUSE
WASHINGTON
1 *March*, 1919.

MY DEAR MISS ANDERSON:

I have your letter of yesterday and have read it not only with great interest but very thoughtfully, with regard to the question it asks.

I think it is very desirable that the women workers of the country should have at least one or two representatives in Paris, qualified to speak before the commissions that are considering labor matters. I am sorry to say that I am not informed as to whether any women's organizations are already represented over there or not. You will yourself be better informed about this than I am.

May I not thank you for your thoughtful kindness in consulting me?

Cordially and sincerely yours,
WOODROW WILSON.

Miss Mary Anderson,
401 Continental Trust Building,
Washington, D. C.

Miss Anderson, a boot-and-shoe worker by trade and a member of the executive council of the International

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MARY ANDERSON

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Boot and Shoe Workers' Union, is assistant director of the Woman-in-Industry Service of the United States Department of Labor. Miss Schneiderman, of the Cloth Cap and Hat Makers' Union, is president of the Women's Trade Union League of New York. Both women have for years been among the leaders of the woman's labor movement in America. They will present the reconstruction program of the National Women's Trade Union League and will urge the representation of women upon every international labor commission and any international labor bureau that may be formed.

ORGANIZATION OF THE NATIONAL WOMEN'S TRADE UNION LEAGUE

A *woman's* labor movement? YES. A woman's movement within the general labor movement was and is as necessary and as inevitable as in the general movement for political democracy. Never, until both industrial and political democracy are attained, will it be possible for women as women to cease fighting for their rights. Working men, including many labor leaders, are just like other men. "Chivalry" with them too often takes the place of justice. They still say "Woman's place is in the home," which turns out to mean, in millions of instances, in the low-paid or incidental industries in which men do not care to compete. Working men, like other men, shut their eyes alike to facts and women's rights.

So the women have rebelled— fifteen years ago in fact the National Women's Trade Union League came into existence fundamentally to express that rebellion and give expression to the working women's desire to make a constructive contribution to the movement for labor's rights. Its organizers saw the need of developing women leaders among the working people in order that women should be aroused to the necessity of effecting trade-union organization themselves, in order to protect themselves. They realized that working men, by their disposition to leave, and at times actually to bar, women out of their unions were working against women and men alike. For where working women are unorganized they are the same kind of a menace to industrial standards as are the immigrants from Europe, Asia, and Mexico.

It is worth while, then, in these days of reconstruction, to get the significance of such an organization as this. There is no other like it in the United States—but it has a predecessor and counterpart in the British Women's Trade Union League and there are signs of a similar movement in other countries since the war.

PLATFORM OF THE LEAGUE AND PROGRAM FOR PEACE CONFERENCE

The National Women's Trade Union League was organized in 1903 upon a platform of five solid planks as follows:

1. Organization of all workers into trade unions.
2. A fair living wage.
3. A maximum eight-hour day.
4. Equal pay for equal work.
5. Full citizenship for women.

In amplification of these principles, the League at its biennial convention in 1917 adopted the following program for submission to the Peace Conference:

The first essential of a democracy is a standard of life for the citizens of the commonwealth. We declare for a standard of life which shall insure to all citizens, both men and women, free opportunity to work with hand and brain, and secure to them a full measure of health, education, recreation and fruitful leisure; such a standard as shall guarantee to every child the certainty of a high school education and the possibility of a university education in preparation for citizenship.

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MELINDA SCOTT

As a step toward this end, we ask that the following labor standards be included in the treaty of peace, to take effect within a given time:

Compulsory education up to sixteen years of age, and part-time education up to eighteen years.

Abolition of child labor.

An eight-hour day and forty-four-hour week.

No night work for women.

One day's rest in seven.

Equal pay for equal work.

Equal opportunity for men and women in trade and technical training.

Social insurance against sickness, accident, industrial disease, and unemployment.

Provision for old age and invalidity pensions and maternity benefits.

We urge a complete restoration, at the earliest possible moment, of all fundamental political rights—free speech, free press, and free assemblage, and the removal of all war-time restraints upon the interchange of ideas and the movements of peoples among communities and nations. We ask an immediate amnesty for all political prisoners.

We ask that the principle of self-government in the workshop be established in all industry, both public and private, and that the right of the workers to organize into trade unions be recognized and affirmed.

We urge the full enfranchisement of women, and that they be accorded political, legal and industrial equality; and further, we urge the adoption of the most modern methods of representation for the establishment and maintenance of political democracy.

We ask for the establishment of universal social standards, a single standard of morality, the protection of motherhood, and the guarantee to every child of the highest possible development, physical, mental and moral.

Believing that a government that demands universal service from its citizens in time of war should provide universal employment at a living wage for its citizens in time of peace, we ask for the establishment in every country of a Commission on Demobilization, on which labor shall be fully represented by men and women, to formulate plans which shall ensure employment for all workers at standard rates of wages; that the army be not demobilized in greater ratio than industry can absorb; and that munition workers and other war-contract workers be considered equally with the soldiers and sailors in the plans for demobilization.

We ask, further, that to crippled soldiers and sailors be afforded a just opportunity, through education, allotment of public land (intelligently directed, as under the law of the state of California, or otherwise), and other means, to reestablish their individual lives and homes, and that equivalent provision be made for all men and women incapacitated through service in war industries.

PLACE OF THE LEAGUE IN THE AMERICAN LABOR MOVEMENT

The league is endorsed by the American Federation of Labor and the Trades and Labor Congress of Canada, and its constitution is in harmony with these big national bodies. It is primarily a federation of the trade unions of America which have women in their membership. It organizes women workers for the local and international trade-union bodies that are affiliated with the American Federation of Labor. Its constitution and purpose differ from that of the American Federation of Labor, however, in that the league appeals to the general public as well as to the wage-worker, and admits to membership and affiliation any person or organization that agrees to the league platform. It draws the line only against a wage-worker who does not join the union to which she is eligible. Thus every wage-earning woman who is a member of any local of the National Women's Trade League is a trade unionist. And nearly every national or international labor organization with women members which is affiliated with the Amer-

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ican Federation of Labor is affiliated with the National Women's Trade Union League.

EDUCATIONAL ACTIVITIES OF LEAGUE AND DEVELOPMENT OF LEADERS

As to its policies and achievements one of the outstanding works of the league is its educational department. It maintains in Chicago a school for organizers, which offers scholarships to trade-union girls who qualify as candidates for future usefulness and leadership. Almost every well-known

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MRS. SARAH GREEN

woman in the American labor movement today has reached her position through the door of opportunity opened by the league.

In every city where the league has local branches the local women leaders are found in its personnel, while the national executive board of the organization includes such outstanding examples of able leadership as Melinda Scott, of the hat trimmers; Agnes Nestor, of the glove workers; Elizabeth Maloney, of the waitresses; Rose Schneiderman, of the cap makers; Nellie Quick, of the bindery workers; Louise Mittelstadt Brown, of the tin foilers, and Julia O'Connor, of the telephone operators. During the war two of these women, Agnes Nestor and Melinda Scott, together with Mary Anderson, Elizabeth Christman, of the glove workers, and Florence Thorne, of the news writers, members of local league boards, were selected for executive positions in the war labor administration of the United States Government.

Presiding over the National Women's Trade Union League, in its highest office, is Mrs. Raymond Robins, the beloved leader whose vision and enthusiastic devotion to her ideal have made the organization a national factor in the development and well-being of the 12,000,000 women counted in the industries of the United States today.

THE WORK OF THE LEAGUE AND THE METHODS USED

The league works for its objects through organization primarily, but through legislative and political methods as well. The constant work of each of the fifteen local branches is organization, which is pushed always in cooperation with local trade unions, because the league's first purpose is to induce working women to join or to form trade unions under charter of the American Federation of Labor. The Chicago league, of which Agnes Nestor is president, has always worked in closest cooperation with the Chicago Federation of Labor, known as one of the liveliest and most powerful central labor bodies in the United States. Last winter the Chicago league turned all its energies into the joint organization campaign conducted by all the trade unions represented in the stockyards, under title of the Stockyards Labor Council, which succeeded in unionizing 60,000 men and women employed by the packing houses. The league is now carrying a large part of the similar campaign for organization of the department stores and electrical industries of Chicago.

In Kansas City also the Women's Trade Union League is one of the strongest organizations in the Central Labor Union, and its president, Mrs. Sarah Green, of the Waitresses' Union, is one of the most influential labor leaders of Kansas City. Federal employees have reason to know this because of the large part she had in the defeat in the primaries in August, 1918, of Representative Borland, of Kansas City, because of his effort to lengthen the government workday. It was through Mrs. Green's leadership also that the street-car men of Kansas City accepted the women conductors as fullfledged members of their union—with the result that when the street-car workers went on strike to compel the company to comply with the ruling of the National War Labor Board, the women conductors went out with the men and are standing solidly with them now. This situation presents a striking contrast to the condition in Cleveland, Ohio, where the street-car men have fought the women conductors to the extent of refusing them membership in their union and going on strike to force their dismissal from their jobs.

In New York and Philadelphia the Women's Trade Union Leagues are engaged in a legislative campaign which is backed by the State and local labor bodies and the women's organizations of both states, to secure such needed labor legislation as a minimum wage and eight-hour law for women, and social insurance.

Among the leaders for New York are Rose Schneiderman and Maude Swartz, the latter a printer. Florence Sanville, the Philadelphia league's secretary, is also secretary of the joint legislative committee of Pennsylvania, while the organization work of the league is directed by Frieda Miller and

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AGNES NESTOR

Pauline Newman, of the shirt-waist makers.

Both the Boston and New York leagues have furnished important examples within the past few months of successful political activity. The league takes no stand for or against any political party, but it does fight political candidates who are opposed to labor principles. Thus the secretary of the Boston league, Mabel Gillespie, headed the "Women's Campaign Committee to Defeat Senator Weeks," and Julia O'Connor, another Boston league officer, was a member of the committee and of the squad of speakers who stumped the State of Massachusetts to tell the voters about Senator Weeks' long and unmitigated anti-labor, anti-suffrage record. David I. Walsh, who was elected in Senator Weeks' place, is said to attribute his election chiefly to this committee of women.

In New York the Women's Trade Union League engaged in a similar campaign against State Senator Ottinger, because of his suffrage and labor record, and here, too, the women were successful. In both New York and Chicago the Women's Trade Union League was a recognized factor in the

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organization of the new Labor Party of those cities.

The league affiliations in Washington include nearly 12,000 organized women who are employed in the government service and in the public schools, in addition to the organized women in private employ. The activities here are largely legislative and the league has acted as the central agency for organization of joint committees of women workers to push the campaigns to secure better pay for women workers and equal pay for equal work by women and men. The chairman of the Washington branch of the league is Mrs. Gifford Pinchot, the vice-chairman, Mary Anderson. Mary O'Sullivan and Gertrude McNally, of the Women's Union of the Bureau of Engraving and Printing, and Mary Burr, of Federal Employees Local No. 2, are among the most active league workers here.

National labor legislation is, of course, a part of the program of the National Women's Trade Union League, which has a national legislative committee headed by Agnes Nestor as chairman and Mary Dreier as vice-chairman. Through this committee the league some two years ago initiated a bill for a national eight-hour day for women workers, and a bill to create a woman's bureau in the United States Department of Labor. It also backed the Minimum-Wage Bill for the District of Columbia, which has since become a law, and it has joined forces with the legislative committee of the National Federation of Federal Employees to secure passage of the Nolan Minimum-Wage Bill for Government employees, the general salary increase which has just been secured for the next fiscal year, and the several other bills before Congress affecting wages and conditions in the Federal Civil Service. The Women's Eight-Hour Bill in its original form was abandoned after the Supreme Court declared the first national child-labor law invalid, because the eight-hour law was framed upon the same principle and would be subject to the same ruling. The woman's bureau in the Department of Labor, though apparently it would have been created by Congress had not the war intervened, was realized during the war by the creation of the Woman-in-Industry Service by the Secretary of Labor as a war necessity. After a bitter fight in Congress at the session just ended, this bureau was retained in the Sundry Civil Bill as passed by the House just before adjournment this session, but as the bill failed of action in the Senate, the bureau's continued existence has yet to be assured by law. This will be the league's immediate legislative activity when Congress reconvenes.

WOMAN'S RIGHT TO WORK IS NOW THE BIG ISSUE

Undoubtedly the biggest question now occupying the attention of the league is the fundamental issue of woman's right to work in fair competition with men. Always there has been a latent opposition to women as wage-earners. Men have always expected women to keep their homes and relieve them of laborious or disagreeable tasks for which no pay was given. But where women have appeared in industry or commerce men have paid their wages grudgingly and always with the distinction that almost any price was "enough for a woman."

During the war, when women's work was called for by private employers and the Government alike, and when men's wages became higher, women's wages, too, went up. Not only this, but the labor administration, through the National War Labor Board, the War Labor Policies Board, and the Woman-in-Industry Service, required equal pay for women and men for equal work.

With the new standards thus set during the war, the woman problem in industry has taken on a new and acute stage since the war. The latent opposition of men to women as wage-earners has become an open challenge. In Cleveland, Ohio, as already mentioned, after refusing to allow women conductors to become members of their union and thereby denying them protection, the street-car men went out on strike to force the company to dismiss the women. The women were their competitors, and notwithstanding they were competing on equal terms—same wages, same hours, same seniority rights—the men insisted on their divine right as men to the street-car jobs.

In other cases, men's organizations have demanded that women "step out of industry to make room for men." And some employers who were none too friendly to women workers have taken the opportunity, in professed zeal for the returning soldiers, to dismiss or displace these women workers wholesale.

The United States Government is perhaps the worst offender in this direction. The railroad administration reports thousands of dismissals of women employees—and in some instances, at least, they have been dismissed without notice, and boys of 17 and less have been put in their places.

By act of Congress, furthermore, just passed, women will be practically excluded from appointment in the Federal Civil Service for forty years to come. This is not, of course, the wording of the act. But an amendment to the Census Bill just passed provides that hereafter all honorably discharged soldiers, sailors and marines shall be given preference in civil service appointments. Thus the 4,000,000 men in the military forces of the Government are potentially eligible in preference to any civilian, including *all* women.

Facing this tide of sentiment—pure sentiment as opposed to balanced judgment—women's organizations, and particularly women's labor organizations, are forced into the biggest women's struggle of the ages. Men have all but conceded the political rights of women. Some of us thought the recognition of political rights would carry with it the recognition of economic rights. We have found that it does not. Women's biggest battle is yet to be fought.

For that battle the National Women's Trade Union League has already taken its stand on the firing line, and come what may, and be the struggle long or short, the right to work for wages, in fair competition with men, will not be yielded by the organized working women and their allies in the woman's labor movement.

The Open Forum

(*Continued from page 220*)

unpaid spaces fill in as paid and find wonder and enjoyment in it.

Gilbert Patten once wrote: "Study human nature, the greatest book outside of the Bible." You will love your fellows the more because of your little associations with so many more of them than you would otherwise have known. You will become more masterful and assertive, and yet more gentle in all things, and you will become more thoughtful and appreciative of the beauties in other natures, and of the fads and foibles of those with whom you come in contact.

And you will feel within yourselves the revival of the constructive spirit, as seen in the upbuilding of your organization and consequently that for which it stands. As you serve for your Union, you serve for all its members. Truly, service is construction, and construction uplifts the world.

WILLIS EDWIN HURD,
U. S. Weather Bureau.

Washington, D. C.

A New Leaf

A certain major managed in some way always to get leave just before trouble was due. His colonel suspected him of having no stomach for fighting.

"Some day," remarked the colonel, "they'll want to give that fellow a decoration, and I'll suggest one. It will be a wreath of leaves of absence."
—*The Veteran.*

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The Jester's Page

Hints for Government Employees

How did we do it? Simply by going without everything we needed. When I was first married my salary was thirty dollars a month.

My mother-in-law, who lived with us, decided to save enough out of my salary to build us a home.

When the cellar was finished, I became ill and lost my position, and had to mortgage the cellar to make my first payment.

Although we went without food for thirty days the first year, we never missed a monthly payment.

The taxes, interest on mortgage and monthly payment on house were now three times the amount of my earnings.

However, by dispensing with the service of a doctor, we lost our father and mother-in-law, which so reduced our expenses that we were able to pay for the parlor floor and windows.

In ten years seven of our nine children died, possibly owing to our diet of excelsior and prunes.

I only mention these little things to show how we were helped in saving for a home.

I wore the same overcoat for fifteen years, and was then able to build the front porch, which you see at the right of the front door.

Now, at the age of eighty-seven, my wife and I feel sure we can own our comfortable little home in about ten years and live a few weeks to enjoy it.—*Life.*

A Slip of the Pen

"Bill!" the poet gasped, staggering into his friend's room.

"Why, what's wrong?" the friend inquired, grasping hold of the tottering man.

"Wrong!" the poet muttered. "Ye gods! I wrote a poem about my little boy. I began the first verse with these lines:

"'My son! My pigmy counterpart.'"

"Yes? Yes?"

The poet drew a long breath as he took a newspaper from his pocket.

"Read!" he cried, suddenly. "See what the criminal compositor did to my opening line."

And the friend struggled unsuccessfully to stifle his mirth as he read aloud:

"'My son! My pig, my counterpart!'"—*The Veteran.*

The Lesser Evil

A gentleman from the North was enjoying the excitement of a bear hunt down in Mississippi. The bear was surrounded in a small cane thicket. The dogs could not get the bear out, and the planter, who was at the head of the hunt, called to one of the negroes:

"Sam, go in there and get that bear out."

The negro hesitated for a moment and then plunged into the cane. A few moments later the negro, the bear and the dogs were rolling upon the ground outside. After the hunt was over the visitor said to the negro:

"Were you afraid to go into that thicket with that bear?"

"Cap'n," replied the negro, "it was jest dis way: I neber had met dat b'ar, but I was pussonally 'quainted wid de old boss, so I jest naturally took dat b'ar."—*Montreal Herald.*

A Sad Mistake

Advertiser (furiously): I'll have damages from you, sir! You have ruined my business.

Newspaper Man: Calm yourself, pray. What's the matter?

Advertiser: Don't you see that you have referred here to my "Quick Cure for Consumption" as a "Quack Cure for Consumption"? And this has gone before 200,000 readers!

More Interesting Matter

Subscriber (to editor): I don't see anything in your paper today about the heroic act of Smith, who saved the life of Brown at the risk of his own.

Editor: No; it was crowded out to make room for an account of the cowardly manner in which Jones took the life of Robinson.

The Faithful Nurse

The husband arrived home much later than usual "from the office." He took off his boots and stole into the bedroom. His wife began to stir. Quickly the panic-stricken man went to the cradle of his first-born and began to rock it vigorously.

"What are you doing there, Robert?" queried his wife.

"I've been sitting here for nearly two hours trying to get this baby to sleep," he growled.

"Why, Robert, I've got him here in bed with me," replied his wife.

Then there were words.—*Tit-Bits.*

Unsolved

Jack London, the novelist, had a great affection for children.

In San Francisco there were twin sisters, little girls of six years, of whom Mr. London was very fond.

On the way to his boat one morning, Mr. London met one of the twins.

He stopped and shook her hand.

"Good morning, my dear," he said. "And which of the twins are you?"

The little girl answered gravely:

"I'm the one what's out walkin'."

—*Selected.*

Descriptive Names

A soldier, now in the "great beyond," bearing the cognomen Fishel, having doubts as to the genuineness of human flesh, gave his youngest child the appellation Artie (Fishel).

Another soldier surnamed Hazzard, apparently foreseeing a checkered career for his latest offspring, accordingly named him Hap (Hazzard).

—Pension Bureau *Field Review.*

A Misnomer

Who first called a woman a "cat"
Was neither observing nor nice;
Just think how extremely unlike
Are the views that they hold about mice.

Of course both are purring and soft,
And alike they will scratch you—but still,
A woman can't run up a tree,
Nor a cat up a milliner's bill.

A Lot for Her Money

Here is a story of a lady who seemed to want a lot for her money. She rushed excitedly into the hardware department:

"Give me a mouse trap!" she exclaimed. "Quickly, please, because I want to catch a train!"—*Selected.*

Even a public survey may have a humorous side, as the following story indicates. The boundary line between portions of Illinois and Indiana was long in dispute, and at length the Government authorized a resurvey, which was duly executed. The old homestead of Granny Williams, one of the early settlers, was found to lie in Illinois, about eleven feet from the Indiana side. Granny expressed herself as much pleased, remarking, she had "heard tell Injiany was a powerful unhealthy state."—*Home Club Bulletin.*

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THE OPEN FORUM

THE FEDERAL EMPLOYEE invites letters from its readers on subjects which properly come within the scope and purpose of the magazine. Particularly desired are suggestions which place the emphasis on the constructive side of things, looking toward the improvement of the United States Civil Service and of the condition of its employees.

Communications should be written concisely and should not exceed 300 words in length, otherwise the editorial blue pencil may have to be used. Please write on one side of the paper only. Typewritten manuscript, OPEN-SPACED, will be greatly appreciated by the editors. Each correspondent should retain a copy of his contribution. Every communication must be accompanied by the writer's name and address, which will be withheld from publication on request.

THE FEDERAL EMPLOYEE assumes no responsibility for expressions of either fact or opinion by correspondents.

PRIZE ANNOUNCEMENT

Until otherwise announced, THE FEDERAL EMPLOYEE will pay the sum of five dollars for the letter published in the OPEN FORUM which shall be adjudged the best in the number of the magazine in which it appears. Contributors will please bear in mind that communications intended for publication in the OPEN FORUM of a certain month should be in the hands of the editors by the tenth of the month next preceding.

Political Rights of Civil Service Employees in Washington

Autocratic form of Government at Nation's Capital. Principles of the Declaration of Independence violated. Federal employees urged to support movement for District suffrage.

To the Editors:

"Taxation without representation is tyranny." So said a brave people in the day of the Boston Tea Party. And it is not difficult to imagine what the answer would be to the cry of the people of the District of Columbia for suffrage and a voice in the affairs of government, were the true spirit of that day called into being.

I have no mind to criticize any of the affairs of local government as administered in the District of Columbia, for indeed the Congress has been very considerate of our needs. But were the laws affecting interests in the District, in both their application and their substance, as perfect and idealistic as it is possible for man to make them, the principle underlying the arrangement is absurdly undemocratic and grossly incompatible with the idea of popular government.

A person who attains his majority in the District of Columbia and cannot, therefore, claim citizenship in one of the states of the Union, has no vote and no political responsibility whatever; and the civil service employees, gleaned from every part of the United States, who make up a large part of the population of the District, are likewise without political status, unless they maintain their citizenship in their respective states and return there to cast their votes at election time. Why should this expense and loss of time be required?

We hear much in these times, and rightly so, of democracy, and we fight that it may be perpetuated abroad, but the word itself is all that is permitted to live among the people of the shrine of democracy itself, the District of Columbia, the only city in the country where the people are thus disfranchised.

Think of a man living in the United States, devoting the whole of a useful life to the service of this Government, paying taxes and responding, as far as he is able, to every call and need of his country in both war and peace times, and yet denied a vote. The Declaration of Independence recognizes certain inalienable rights and says "that to secure these rights governments are instituted among men, deriving their just powers from the consent of the governed." How are these rights secured to the people of Washington, where live approximately 450,000 men and women giving their best service to a government born of this Declaration? Why should not the people of Washington be fully enfranchised? Because a large percentage of them work for the Government? So did the slave for his master, but he was freed and we are all agreed that slavery was wrong.

The number of civil service employees, particularly in Washington, has increased enormously since the United States entered the European war and will never fall back to the prewar figures. When we consider the growing agitation for government control or ownership of public utilities and other industries, we must concede that the tendency, for the present at least, is steadily toward an increase of the permanent workers of the Government, all of whom, under the present laws, will become political nonentities and bondsmen the day they take up their duties for the Government. Ought not this great number of people who are daily in touch with the details of its work and who are responsible for its proper execution under authority of the Congress, to have the same privileges as other free citizens under the same Government? It is essentially autocratic in any government or organization not to permit its subjects freedom to express their opinions on matters affecting their interests, or to have a voice in their own affairs.

There is a movement on foot now to win suffrage for the District of Columbia. Let the employees join the movement and gain their just rights under the Government they serve. Justice will win as it always has done.

E. R. MOOSE,
Indian Office, Washington, D. C.

Cooperative Stores and Federal Employees

Federal employees in Sault Ste. Marie, Mich., find it pays to patronize the cooperative store. Brother Ross urges members of other locals to do likewise.

To the Editors:

This Union, in conjunction with the other unions of the city, recently held a meeting with the directors of the Soo Cooperative Mercantile Association at which the union men agreed to ally themselves with this association and to urge their members to do the same.

The Soo Cooperative Store has been in existence for about six years; for the first five years of its existence it had a rather checkered career, having more or less bad luck with managers, with expensive locations, and also owing to the fact that directors were more or less new to the business. The principal goods dealt in are groceries of all kinds, meats, and baked goods. Within the last year this cooperative store has been placed on a firm basis, and we decided, instead of starting a separate store for ourselves, to amalgamate with the one already in existence, and by infusing new blood in capital and membership, to enlarge greatly the scope of its activities and make it more useful to us all.

Last year our cooperative store did a business of sixty-five thousand dollars. This year we hope to make it one hundred and fifty thousand dollars. In addition to paying 6 per cent on the capital stock each year since the

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company was organized, it paid a dividend of 5 per cent this last year on all purchases of goods, in addition to a cash discount of 5 per cent for all goods carried away from the store and paid for in cash; thus practically constituting a 10 per cent discount on prevailing prices from other stores in this city. We have just increased the capital from ten thousand dollars to twenty thousand dollars, and as soon as business conditions warrant it we will proceed to greatly enlarge the business. We have now three cooperative stores in this city.

Cooperation is a movement which will greatly grow in the future and should be supported by all unionists, because through trading at cooperative stores you obtain all the profits which otherwise go to the merchant. I would urge that all Federal Employees Unions in cities of any size appoint a committee to consider the matter of starting a cooperative store and make plans to do so. There are many avenues of information, and much literature on the subject, and it is just another way of enlisting the support of your members and bringing a large benefit to them. Of course a great many outsiders also trade at the local cooperative stores, as they find the goods and prices attractive, although they do not share in the dividends unless they are stockholders.

THOMAS M. ROSS,
Secretary F. E. U. No. 32,
Sault Ste. Marie, Mich.

Mobility of Clerk Power

"Why not shift a few clerks temporarily," to meet changing office requirements? asks this correspondent—a very pertinent query to one who knows the government service and its lack of elasticity.

To the Editors:

It is encouraging that our magazine asks for articles of a constructive nature, reminding us that one of the objects of our organization is "to aid in the perfection of systems that will make for greater efficiency in the various services of the United States."

It is well known that our work tends strongly to make the clerk a mere cog in the great governmental machine, destroying initiative and lessening interest. At times we are rushed to the limit of endurance, and then there are slack periods which are almost as trying. I have worked far into the night for weeks at a time, while petty chief and assistant petty chief prodded me on to clear up an ever-increasing surplus of "cases." On the other hand I have fidgeted at my desk hour after hour wishing for enough work to fill out the day, while across the hall clerks were covered up with work in which I was experienced and skilled. The remedy is simple, so simple that it has been overlooked by efficiency experts with a love for complexity.

The relations existing between bureaus of a department resemble those between nations, and the relations between departments remind one of nations at war. Why not shift a few clerks temporarily to take care of situations of this kind instead of overworking the regular force or employing temporary clerks at an additional expense? It would be beneficial to the clerks thus detailed by bringing them into contact with new personalities, acquainting them with new phases of the service, and would greatly relieve the dull, monotonous routine, which sooner or later takes the life out of the day's work. It would also result in an occasional "discovery" of some one especially fitted to perform a higher grade of work.

But this change must come through the enforcement of a general policy, for at present supervisory officials are afraid to let it be known that work is slack lest their force be reduced, and with it their importance. Also, experience has taught them how difficult it is to secure an allowance for an increase in clerical force.

Let us insist on a policy that, while saving the Government additional expense, will lessen the monotony of the daily task, give a fresh incentive to better effort, increase the efficiency of the service, and afford greater opportunity for merited advancement.

A READER.
Washington, D. C.

Suggestions for Organization and Conduct of Locals

The contributions which appear below are submitted in response to the appeal of THE FEDERAL EMPLOYEE *for suggestions in the line indicated by the caption of this paragraph.*

Increasing Membership and Collecting Dues

This writer advocates the formation of teams with captains for the purpose of bringing in new members and collecting dues.

To the Editors:

In each building occupied by government offices one enthusiastic member of the Federal Employees Union should be chosen to act as captain of a team of workers whose duties will be to secure new members for the Union and to collect dues from both old and new members. This team should be composed of one Union member from each individual office in each building, who should personally invite all non-union employees in his particular office to join the Federal Employees Union. Each member of the teams should be supplied with copies of the Constitution of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, in order that he may intelligently answer any questions which may be asked of him. Each member of the Federal Employees Union should loan his copies of THE FEDERAL EMPLOYEE to non-union employees in his particular office. Should there be any office in which there are no members of the Federal Employees Union, the captain of the team operating in that building should personally invite the clerks employed therein to join, and see to it that they have ample opportunity to read the various issues of THE FEDERAL EMPLOYEE. The captain of each of these teams should submit a report in writing at stated intervals as to the results accomplished by his team. The Membership Committee representatives who receive the applications for membership should use the 25 cents per member to which they are entitled for the purchase of Union buttons and present one free of charge to each new member. Each member of the teams referred to above should keep a record of the dates on which the dues of each member in his particular office should be paid, and bring the matter to the attention of the persons concerned at the proper time.

CHARLES A. LOCKE,
Office of Inspection, U. S. Department of Agriculture.

Dues and the Collector

"Put your imagination into the game" of collecting dues. Study human nature and develop yourself by closer contact with your fellows.

To the Editors:

Who originated the beautiful art of collecting? If Cadmus invented books, and therefore the collecting of thoughts in a new and better form, let us hail him as truly our father collector, and do homage to the great Phoenician.

Now let us not think that we are anticlimaxing literature if we leap suddenly from its roof in Archaeon, and find ourselves following the road of the collector—the collector of dues—simply dues—for our Federal Employees Union. After all, who may say there is no delight in it? If we only will to have it so, we are playing a game; we are studying humanity; we are serving a real purpose for that which we represent.

My text is—Romance for all affairs of life. Put your imagination into the game. Even if you call it a checkerboard, with each move of a man but the checking off of dues paid on your collecting sheets, you may watch the

(Continued on page 217)

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Buy Victory Liberty Notes

Statement by the Secretary of the Treasury

The Victory Liberty Loan campaign will open on Monday, April 21, and will close on Saturday, May 10. Under the Act of Congress approved September 24, 1917 and amendments thereto, the Secretary of the Treasury still has the authority to issue bonds similar to those of the Second, Third and Fourth Liberty Loans to the extent of not over $5,022,518,000, but any issue of bonds under authority of this Act is limited as to rate of interest to a maximum of 4¼ per cent per annum and would be subject to supertaxes and profit-taxes except for the right to participate in the exemption of $5,000 principal amount with other outstanding issues of Liberty Bonds and Certificates.

The Congress has now passed the Victory Liberty Loan Act which was approved March 3, 1919, under which the Secretary of the Treasury is authorized to issue notes of the United States to the extent of not over $7,000,000,000 upon such terms and conditions and at such rate or rates of interest as he may prescribe. It is provided in this Act that these notes shall be payable at such time or times not less than one year or more than five years from the date of issue as may be prescribed by the Secretary.

After studying financial conditions in all parts of the country, I have determined that the interests of the United States will best be served at this time by the issuance of short-term notes rather than of longer term bonds which would have to bear the limited rate of interest of 4¼ per cent.

The Victory Liberty Loan will therefore take the form of notes of the United States maturing in not over five years from the date of issue. These notes will be, as were the Liberty Loan Bonds, the direct promise to pay of the United States, will be issued both in registered and coupon form, and the coupon notes will be in final form and will have attached the interest coupons covering the entire life of the notes. I am hopeful that the notes in final engraved form will be ready for delivery by the opening of the campaign on April 21.

I am led to adopt the plan of issuing short-term notes rather than long-term bonds largely because of the fact that I believe that a short-term issue will maintain a price at about par after the campaign is concluded far more readily than would a longer-term issue.

I have not yet reached a conclusion as to the rate of interest and exemptions from taxation which these notes will bear because this decision must be based on existing conditions immediately prior to the opening of the campaign.

I take this opportunity to repeat what I have already stated that it is the intention of the Treasury Department to carry on the same kind of intensive campaign for distribution as heretofore. It would be a most unfortunate occurrence if the people of the United States failed to take these notes, thus placing the burden of subscriptions on the banks. The business of the country looks to the banking system for credit wherewith to carry on its operations, and if this credit is absorbed to a large extent by the purchase of Government securities, there will be many limitations placed upon the supply of credit for business purposes. Our merchants and manufacturers need ample credit for setting the wheels of industry in motion for peace-time production and distribution, and the wage-earner is directly interested in seeing that these wheels are kept moving at a normal rate in order that full employment at good wages may continue, and where readjustment conditions have necessitated a slowing down of industry, it is vitally important that activity be resumed and labor re-employed at the earliest possible moment.

I therefore ask the American people once again to give their support to their Government in order that this great Loan may be made an overwhelming success by the widest possible distribution.

IMPORTANT

Victory Liberty Loan Campaign

Opens Monday, April 21

Closes Saturday, May 10

Victory Liberty Loan Notes will mature in not over five years. Rate of interest on the Victory Liberty Loan Notes, and Exemptions from Taxation will be announced later.

Buy Victory Liberty Notes

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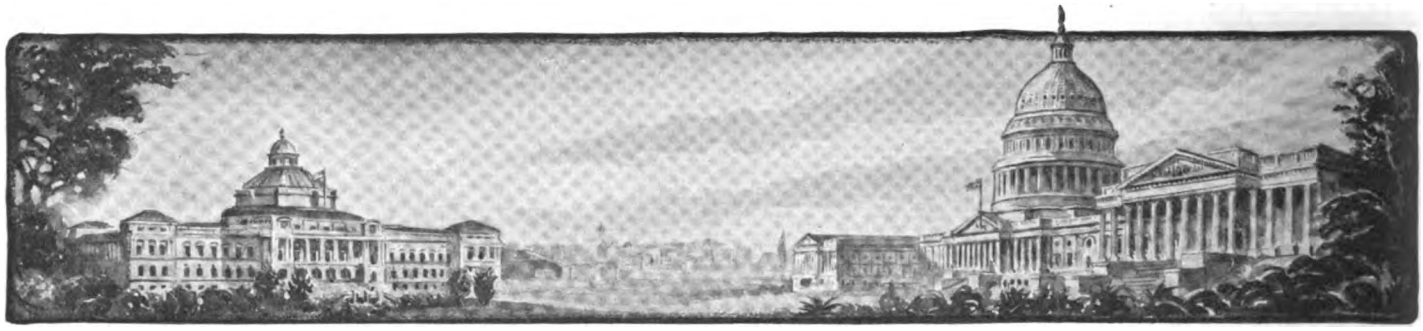

Editorials

THE YIELD OF THE SESSION

With the close of the final session of the War Congress comes the pertinent question, What has it wrought for the cause of the many thousands of the Government's civilian workers represented by the NATIONAL FEDERATION OF FEDERAL EMPLOYEES? The immediate, concrete answer to this question is not far to seek. Two main objectives have been gained: The creation of a Commission on Reclassification of Salaries and provision for a general salary increase for the next fiscal year of $240.

As our membership is doubtless aware, neither of these legislative acts is a wholly adequate response to the representations made by our National Federation in behalf of the employees. The creation of the present Reclassification Commission, however, marks the most important step yet taken for the upbuilding of the civil service. In both personnel and conception of the task before it the Commission gives every promise of achieving things really worth while. As Secretary of the Commission Mr. Keating will prove a tower of strength.

The salary increase granted was in the nature of a compromise between the amount urged by our National Federation as the smallest allowance commensurate with justice and the pressing necessities of the case (a dollar a day, or $360 a year) and the amount recommended by the House Committee on Appropriations. The treatment accorded the war bureaus, so far as the War Risk Insurance Bureau is concerned, was likewise a compromise, the Federation having used its best efforts to secure for the employees of these bureaus the benefit of the full amount of the increase provided for others.

On reviewing the situation after the smoke of the long-drawn-out battle has cleared away, there is every reason to feel that the cause of the organized federal employees has made very substantial progress, not only in the tangible results just mentioned, but in other respects even more important, although not so clearly within the range of vision for the moment. The persistent and well-directed and coordinated efforts of those charged with the conduct of our affairs, on the part of both the national and the local organizations, have greatly strengthened the power of the organization as a cohesive whole to accomplish bigger things in the not-distant future. "The team-work of every bloomin' soul," of which the poet sings, seems more and more within the range of the attainable. By doing, we have measurably advanced in the knowledge and ability to do. By demonstrating that the civilian employees of the country are equal to the task of bringing about constructive results through the agency of COLLECTIVE SELF-HELP we have attracted to our standard many thousands not hitherto connected with the organization, and the cumulative effects of our activities are constantly materializing in an ever-increasing ratio.

A great conqueror of old said that he had killed many of his enemies by making them his friends. Following his example, it is within the truth to say that our cause is looked on in both houses of Congress with more friendly eyes than ever before. This is evidenced in part by the general tone of the discussions devoted to matters pertaining to the government employees. Many voices which used to be raised in somewhat strenuous opposition whenever the interests of the employees were under consideration are heard no longer, at least not in the same strain. The cause of better salaries received strong support in the House, especially from Representatives Mann, Keating, Wood (of Indiana), Gallivan, and Mason.

On the other side of the Capitol Senator La Follette of Wisconsin made a masterly speech in advocacy of fair treatment for the Government's civilian workers, and his efforts were ably seconded by Senators France of Maryland, Sheppard of Texas, Lenroot of Wisconsin, and Curtis of Kansas. Even a casual reading of the debate

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in the Senate (liberal excerpts from which will be found in this issue) suffices to convince one that no serious attempt was made to controvert Senator La Follette's facts and arguments. Unfortunately the deadly point of order was invoked by Chairman Underwood of Alabama of the Appropriations Committee to deprive the employees of the $360 increase which, it is believed, would have been approved by the Senate on a vote. The thanks and sincere appreciation of the federal employees throughout the land are due to the staunch friends in both houses of Congress who supported their cause.

As suggested recently in these columns, developments during the session made it very plain that the only hope of securing a general increase in salaries over last year rested in the "campaign" conducted by our organization. The Supplemental Estimates submitted by the Heads of Departments and other governmental establishments, which offered at least some measure of relief, though far short of that which the exigencies of the day demanded, were brushed aside without serious attention. With the elimination of these estimates died the only chance of bringing about betterment in salary conditions during the session apart from the movement conducted by our organization. Fortunately for the employees this movement ecentuated in substantial results.

It is hardly necessary to add that keen regret is felt because of the failure of the Johnson-Nolan Minimum Wage Bill and the McKellar-Keating Retirement Bill to be enacted into law. These shared the fate of several of the great appropriation bills and of hundreds of other measures of the first importance, all of which went down together in the final crash, regardless of the needs of the country or the extent and power of the influences supporting them. In the closing days of the session Congress was small respecter of either men or measures. The work expended on the Minimum Wage and Retirement measures is by no means lost, however; it is merely to be charged against the essential educational account, and will make the path toward enactment much easier in the new Congress, which is to be appealed to in the strongest possible way to put this vital legislation on the statute books.—J. G. G.

NFFE

OUR CAUSE IS ONE

As is forcefully pointed out in the timely contribution on the labor situation from the viewpoint of the working women of the land, which appears in subsequent pages, they are face to face with a fundamental issue, which must be squarely met. This is nothing less than the question of economic and industrial independence, without which political independence is scarcely more than a vain shadow, a truth which finds emphatic expression in the reconstruction program of the American Federation of Labor.

There can be no doubt, in the judgment of the writer, as to the attitude toward this issue of the organized government workers represented by our National Federation. They stand thoroughly committed to granting women full political rights and to the position that equal pay must be given for the same kind of work regardless of the sex of the worker. But of what avail the right to fair compensation if the right to the opportunity to work on equal terms in denied? The former without the latter fades away into an "iridescent dream."

As a matter of abstract justice the position of the women workers is unassailable; but more than this, it is unassailable from the standpoint of sound public policy. Surely the women of our country who have entered, and are to enter in increasing numbers, the field of industry, are as much entitled to the democratic right of self-determination as are the inhabitants of the various countries for whose freedom of development we are contending so strongly.

To the membership of our organization, moreover, the question appeals with more than academic force. Thousands of women are working side by side with us, doing their duty "manfully" (if our good sisters will permit the use of the term) in furthering the common cause. To them we owe the duty of whole-hearted and effectual support, not only in theory but in practice, and beyond them we owe support to women in industry in general, whose cause is inextricably interwoven with their own.—J. G. G.

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With the Poets

At the Peace Table

Who shall sit at the table, then, when the terms of peace
are made—
The wisest men of the troubled lands in their silver and
gold brocade?
Yes, they shall gather in solemn state to speak for each
living race,
But who shall speak for the unseen dead that shall come
to the council place?

Though you see them not and you hear them not, they
shall sit at the table, too;
They shall throng the room where the peace is made and
know what it is you do;
The innocent dead from the sea shall rise to stand at
the wise man's side,
And over his shoulder a boy shall look—a boy that was
crucified.

You may guard the doors of that council hall with bar-
riers strong and stout,
But the dead unbidden shall enter there, and never you'll
shut them out.
And the man that died in the open boat, and the babes
that suffered worse,
Shall sit at the table when peace is made by the side of
a martyred nurse.

You may see them not, but they'll all be there; when
they speak you may fail to hear;
You may think that you're making your pacts alone, but
their spirits will hover near;
And whatever the terms of the peace you make with the
tyrant whose hands are red,
You must please not only the living here, but must satisfy
your dead.

EDGAR A. GUEST, *from Collection of the Author's Verse.*

The Present Crisis

When a deed is done for Freedom, through the broad
earth's aching breast
Runs a thrill of joy prophetic, trembling on from east
to west,
And the slave, where'er he cowers, feels the soul within
him climb
To the awful verge of manhood, as the energy sublime
Of a century bursts full-blossomed on the thorny stem
of Time.

. . .

Once to every man and nation comes the moment to de-
cide,
In the strife of Truth with Falsehood, for the good or
evil side;
Some great cause, God's new Messiah, offering each the
bloom or blight,
Parts the goats upon the left hand, and the sheep upon
the right,
And the choice goes by forever, 'twixt that darkness and
that light.

. . .

Careless seems the great Avenger; history's pages but
record
One death-grapple in the darkness 'twixt old systems and
the Word;
Truth forever on the scaffold, Wrong forever on the
throne—
Yet that scaffold sways the future, and, behind the dim
unknown,
Standeth God within the shadow, keeping watch above
his own.

. . .

We see dimly in the Present what is small and what is
great,
Slow of faith how weak an arm may turn the iron helm
of fate,
But the soul is still oracular; amid the market's din,
List the ominous stern whisper from the Delphic cave
within—
"They enslave their children's children who make com-
promise with sin."

Then to side with Truth is noble when we share her
wretched crust,
Ere her cause bring fame and profit and 'tis prosperous
to be just;
Then it is the brave man chooses, while the coward stands
aside,
Doubting in his abject spirit, till his Lord is crucified,
And the multitude make virtue of the faith they had
denied

Count me o'er earth's chosen heroes—they were souls
that stood alone,
While the men they agonized for, cast the contumelious
stone,
Stood serene, and down the future saw the golden beam
incline
To the side of perfect justice, mastered by their faith
divine,
By one man's plain truth to manhood and to God's su-
preme design.

. . .

For Humanity sweeps onward; where today the martyr
stands,
On the morrow crouches Judas with the silver in his
hands;
Far in front the cross stands ready and the crackling
fagots burn,
While the hooting mob of yesterday in silent awe return
To glean up the scattered ashes into History's golden urn.

. . .

New occasions teach new duties; Time makes ancient
good uncouth;
They must upward still, and onward, who would keep
abreast of truth;
Lo, before us gleam her camp fires! we ourselves must
Pilgrims be,
Launch our Mayflower, and steer boldly through the
desperate winter sea,
Nor attempt the Future's portal with the Past's blood-
rusted key.

—LOWELL.

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The Man from Athabaska

Oh, the wife she tried to tell me that 'twas nothing but the thrumming
Of a woodpecker a-rapping on the hollow of a tree;
And she thought that I was fooling when I said it was the drumming
Of the mustering of legions, and 'twas calling unto me;
'Twas calling me to pull my freight and hop across the sea.

And a-mending of my fish-nets sure I started up in wonder,
For I heard a savage roaring and 'twas coming from afar;
Oh, the wife she tried to tell me that 'twas only summer thunder,
And she laughed a bit sarcastic when I told her it was war;
'Twas the chariots of battle where the mighty armies are.

Then down the lake came Half-breed Tom with russet sail a-flying,
And the word he said was "war" again, so what was I to do?
Oh, the dogs they took to howling, and the missis took to crying,
As I flung my silver foxes in the little birch canoe;
Yes, the old girl stood a-blubbing till an island hid the view.

Says the factor: "Mike, you're crazy! They have soldier-men a-plenty.
You're as grizzled as a badger, and you're sixty year or so."
"But I haven't missed a scrap," says I, "since I was one and twenty,
And shall I miss the biggest? You can bet your whiskers—no!"
So I sold my furs and started . . . and that's eighteen months ago.

For I joined the Foreign Legion, and they put me for a starter
In the trenches of the Argonne with the *Boche* a step away;
And the partner on my right hand was an Apache from Montmartre;
On my left there was a millionaire from Pittsburgh, U. S. A.
(Poor fellow! They collected him in bits the other day.)

But I'm sprier than a chipmunk, save a touch of the lumbago;
And they calls me old Methoosalah, and *blagues* me all the day,
I'm their exhibition sniper, and they work me like a Dago,
And laugh to see me plug a *Boche* a half a mile away.
Oh, I hold the highest record in the regiment, they say.

And at night they gather 'round me, and I tell them of my roaming
In the Country of the Crepuscule beside the Frozen Sea;
Where the musk-ox runs unchallenged, and the caribou goes homing—
And they sit like little children, just as quiet as can be:
Men of every clime and color, how they hearken unto me!

And I tell them of the Furland, of the tump-line, and the paddle,
Of secret rivers loitering, that no one will explore;
And I tell them of the ranges, of the pack-strap, and the saddle,
And they fill their pipes in silence, and their eyes beseech for more;
While above the star-shells fizzle and the high explosives roar.

And I tell of lakes fish-haunted, where the big bull moose are calling,
And forests still as sepulchers with never trail or track;
And valleys packed with purple gloom, and mountain peaks appalling;
And I tell them of my cabin on the shore at Fond du Lac;
And I find myself a-thinking: Sure I wish that I was back.

. . .

For I've had my fill of fighting, and I've seen a nation scattered;
And an army swung to slaughter, and a river bed with gore;
And a city all a-smolder, and . . . as if it really mattered,
For the lake is yonder dreaming, and my cabin's on the shore;
And the dogs are leaping madly, and the wife is singing gladly,
And I'll rest in Athabaska, and I'll leave it never more.

—Robert W. Service, in
Canadian Poems of the Great War.

A Farmer's Letter to His Sweetheart

(Under Modern Mail Conditions)

I like to get your letters, love, I miss you every day,
I'm dull and sad and desolate whenever you're away.
But if it's just the same to you, please make your missives light,
And don't enclose remembrances in everything you write.
This may seem trifling, darling, but it means a lot to me,
For they're using flying postmen on the R. F. D.

Last night a billet doux from you destroyed my Maltese cat,
Just dropped him, ruined in his tracks—the knife you sent did that.
The book of verse that you enclosed to me the other day
Impinged upon the hired man, and now he's gone away.
And hired men are very scarce these busy days to me,
And very hard to come by on the R. F. D.

That cigarette case was a dream, but it was my hard luck
To lean upon the letter box the moment that it struck.
And though I would have rhapsodized on getting it, no doubt,
My joy was somewhat dampened by the fact that I was out.
For when things fall they will fall hard, and when they light on me
I miss the dear old flivvers on the R. F. D.

I love you just the same, my dear, as in the days of yore,
And every day that you're away I miss you more and more.
But if you'll write a dozen sheets, instead of sixty-five,
When you return there'll be more chance of finding me alive.
For when it drops five thousand feet, the merest note, you see,
May croak your doting lover on the R. F. D.

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Boston's Work for the Cause

The local at the Hub has enjoyed a happy history—a record of steady growth in numbers and achievement. From Boston as a center, moreover, the spirit of unionism among government employees has radiated into other parts of New England, influencing the formation of locals in other cities and towns. The writer cites a concrete case of the practical and humanitarian side of union activities.

By A. W. STOCKWELL

Member and Correspondent of the Boston Federal Employees Union

IN DECEMBER, 1916, about fifteen employees of the Immigration Service met after official hours in an anteroom of the Boston Immigration Station to consider the question of forming a branch of the Federal Employees Union. Precisely two years from the date of that meeting Boston Local (No. 25) had 872 members, while the immigration force had achieved a record membership of 100 per cent.

IMMIGRATION SERVICE EMPLOYEES TAKE LEAD IN ORGANIZING

The story of the birth and growth of Local 25 is doubtless similar in its main features to that of many other unions. The subject of unionism first received serious consideration as the result of a visit from Mr. Peabody in his capacity as field organizer. Shortly thereafter an opportunity was given the district organizer of the American Federation of Labor to address the employees of the Immigration Service regarding the undoubted advantages of organization and the alleged advantages of affiliation with the Federation of Labor. The leaven thus set at work resulted in the meeting of December, 1916, at which a temporary organization was effected (under the chairmanship of Mr. Wm. H. Nitz) and during which it was voted to form a branch of the Federal Employees Union and to apply for a charter from the American Federation of Labor.

There were obvious reasons why the initiative in these matters should be taken by employees of the Immigration Service. For years these employees had upheld the banner of ORGANIZATION as a branch of the U. S. Civil Service Retirement Association and had taken active part in the field of endeavor to which that Association's energies were directed. Thus the principle of organization had become firmly implanted in the Immigration consciousness, so to speak, which promptly responded to the larger call for organized effort through the Federal Employees Union, since developed into the NATIONAL FEDERATION OF FEDERAL EMPLOYEES.

PERMANENT ORGANIZATION FORMED WITH GRATIFYING RESULTS

After the meeting of December, 1916, matters moved swiftly. Another fortnight brought forth a permanent organization with Mr. William J. Burke of the Immigration Service as President, and Mr. William H. Bond of the Customs Service as Recording Secretary. During the next six

PRESIDENT WILLIAM J. BURKE
A veteran in the cause of unionism, who has worked unselfishly and effectually in behalf of the organization of federal employees and others to bring about better conditions.

months the organization made fair progress. But under the leadership of President Burke, whose courage and persistence soon enlisted the loyal support of the rank and file, Local 25 on January 1, 1918, had attained a membership of 501, not including a group of 105 members who were given cards of withdrawal to form a local union at Hingham, Mass. Locals were organized also in a number of other cities of New England. At this time the membership of Local 25 represented the Customs Service, Subtreasury, Public Health Service, Internal Revenue and Custodian Service of the Treasury Department; Quartermaster's and Engineer's office of the War Department; various branches at the Charlestown Navy Yard in the Navy Department; the Bureau of Investigation in the Department of Justice; Animal Industry and Entomology in the Department of Agriculture; Lighthouse Service, Fisheries, office of Inspector of Steam Vessels in the Department of Commerce; Immigration Service, Naturalization Service and Employment Service in the Department of Labor; and the Civil Service Commission.

WIDE-AWAKE ORGANIZATION FOR THE CURRENT YEAR

In the meantime two important changes in the official personnel brought Mr. William J. Sleep of the Customs Service into the secretary's chair and Mr. William H. Nitz of the Immigration Service to the office of financial secretary. This proved to be a happy combination. Both men are enthusiastic in the work of the Federation. Their cooperative attention to details promotes mechanical efficiency and partly accounts for the steady growth and financial prosperity of Local 25. President Burke is not so much interested in the details of the organization as in the organization itself. He believes in the divine origin of the union movement and consequently sees no reason for hurry or worry. There have been temptations to accelerate the growth of Local 25 by initiating members whose employment obviously was of a temporary nature and whose membership could not be counted as a permanent asset. But this course is not encouraged by Mr. Burke, who sees superior advantages in more conservative methods of advance. So, all in all, with the three "Bills" at the helm—Burke, Sleep and Nitz—the organization seems assured for the present of a reasonably true course and continued momentum.

The other officers elected for 1919 are Percy J. Harrison, Vice-president; George A. Copeland, Treasurer; James K. Kealey, Guardian, and Christopher F. Gayler, Guide—all hold-overs from 1918 except Mr. Harrison. For Trustees, Harry E. Rice,

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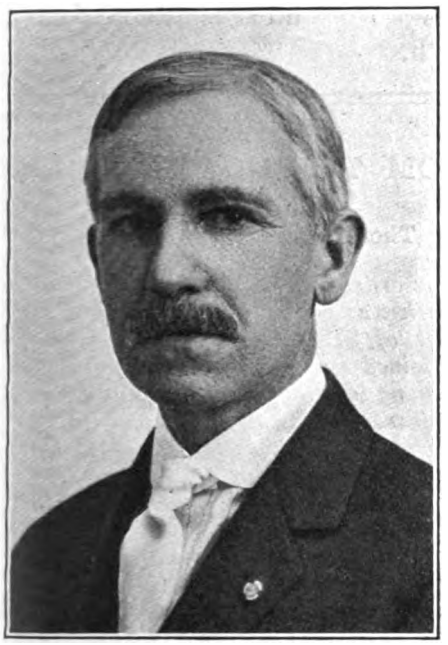
D. H. Lydon, and James F. Tansey were chosen. The Board of Representatives, in addition to the elective officers above mentioned, includes D. J. Callahan, Wm. F. Pounder, W. J. Ryan, Thos. J. Shea, E. A. Noonan, Charles Grace, Thos. J. Eagan, John Brennan, F. J. Small, John G. Hag-



SECRETARY WILLIAM J. SLEEP

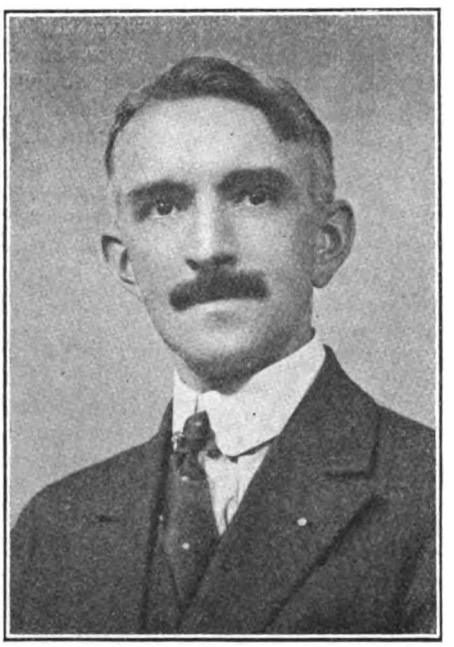
berg, James H. Fitzgerald, Arthur G. Merchant, John A. Kieling, Jr., John A. Robblee, and Geo. E. Kezar.

URGENT NEED FOR THE UNION IS HERE SHOWN

Now that the union has become an established institution, and has quietly taken its place as an integral part of civil-service existence, some employees are wondering how they survived without it in the past, for experience clearly demonstrates the fundamental need in governmental employment of an organization, not only of national proportions and influence, but with local units under responsible officials to meet local requirements. The story of the Cross Rip lightship will illustrate this fact. This lightship broke away from her moorings on February 4, 1918, and drifted out to sea. Both ship and crew disappeared from human sight forever. Among the missing crewmen were two members of Local 25. Some time during the month of March information received from Cape Cod indicated that the families of several members of the crew (one of whom had left a wife and six children) were suffering for the necessities of life. The report was referred to Secretary Sleep. It was learned that no action had been taken under the Compensation Act in behalf of the families of the lost crewmen; that the income of the families had ceased with the payment of the men's salaries for December; and that apparently no official notice had been taken of the families' existence. With the assistance of the local Congressman and of President McLarin of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, communication was established with the Compensation Commission, the necessary blanks were prepared and the proper reports filed. By these and other means practical sympathy and encouragement were extended to the bereft families, and they were assured of substantial relief at a much earlier date than otherwise would have been possible. It would be easy to cite instances of successful endeavor on the part of our representatives to remove causes of dissatisfaction or grievance existing in civil-service employment, and it is gratifying to be able to testify to the uniform courtesy accorded them by the constituted authorities.

FINANCES IN GOOD CONDITION; HIGHER DUES DISCUSSED

The finances of Local 25 have been administered with generally satisfactory results. The initiation fee of one dollar and the monthly dues of 40 cents have sufficed in the past to meet all demands. Already, however, there is talk of doubling the initiation fee and



TREASURER WILLIAM H. NITZ

increasing the monthly dues to 50 cents. Certain it is that an expansion of program can be met only by an increase of income; and if certain projects now in the air are brought to earth there will be no alternative to increased taxation. On January 1, 1919, there was a balance in the treasury of more than $900, including $400 invested in Liberty bonds. That balance has since been somewhat reduced.

UNION MEETINGS OCCASIONS OF INTEREST AND PROFIT

We offer no apology in presenting to the readers of THE FEDERAL EMPLOYEE a picture of the Boston Immigration Station; or, to speak more accurately, of the building the second

THE BOSTON IMMIGRATION STATION

story of which is rented by the Government for immigration purposes. This building, it is true, is a poor makeshift for an immigration station of the second port of the United States, which must serve also as the headquarters of an immigration district that embraces the subports of Portland, Providence, New Bedford, and Gloucester; but it is rather intimately associated with the history of Local 25. It was here that the organization had its birth, and an occasional meeting of the immigration branch of Local 25 is still held in this building. But it became long since necessary to rent a public hall for the regular meetings of the organization, which are held on the first and third Thursday evenings of each month. The meeting on the first Thursday is largely in the hands of the Board of Representatives and is devoted strictly to business. On the third Thursday evening of the month the program is of wider scope and of more general interest. It has been the endeavor to secure speakers at that meeting representative of the various branches of governmental service, including Congress. On one occasion the State Director of the United States Employment Service addressed the meeting. The next month one of the local Congressmen gave a very interesting address. On the program for future meetings are officials representing bureaus in the Departments of Commerce, Justice, and Agriculture, with others to follow. It is this getting-together process as much as anything else, perhaps, that has fostered the spirit of cooperation and goodwill which exists between officials and employees in our district; and this is one way toward "greater efficiency in the various services of the United States."

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Salary Debate in the Senate

The Senate concurs with the House in providing a salary increase of $240 for civilian employees in general, for the fiscal year 1920, and provides also $120 for the War Risk Insurance employees. Senator La Follette hits straight from the shoulder in support of the employees' cause, which receives aid also from Senators France, Sheppard, Lenroot, and Curtis. The discussion of the subject is reproduced below. A new "Borland amendment" proposed meets with a quick, painless death.

SENATOR LA FOLLETTE PARTS THE SHEEP FROM THE GOATS

The Sheep

"I am not at all surprised that so many Senators retire to the cloakroom when the attention of the country is to be called to the fact that since 1905 [*to* 1915] *we have made the following increases in the salaries higher up:*

"The President's salary has been increased 50 *per cent; the salary of the Private Secretary to the President has been increased* 50 *per cent; the salary of the Vice-President has been increased* 50 *per cent; the salary of the secretary to the Vice-President has been increased* 81 *per cent; salaries of United States Senators have been increased* 50 *per cent; salaries of Representatives in Congress have been increased* 50 *per cent; the salary of the Secretary of the Senate has been increased* 30 *per cent; of the Sergeant at Arms,* 44 *per cent; the salary of the Speaker of the House of Representatives has been increased* 50 *per cent; of the Secretary to the Speaker,* 33 *per cent; of the Clerk of the House,* 30 *per cent; of the Chief Clerk,* 25 *per cent; of the Sergeant at Arms,* 44 *per cent; of the Doorkeeper,* 42 *per cent; the Secretary of State,* 50 *per cent; the Secretary of the Treasury,* 50 *per cent; the Secretary of War,* 50 *per cent; the Attorney-General,* 50 *per cent; the Postmaster-General,* 50 *per cent; the Secretary of the Navy,* 50 *per cent; the Secretary of the Interior,* 50 *per cent; and the Secretary of Agriculture,* 50 *per cent. . . . Senators find occasion for agitated inquiry here as to the subject of unrest in this country. The salary of the Chief Justice was increased* 15 *per cent, and the Associate Justices,* 16 *per cent. The salary of the Chief Justice was raised from* $13,500 *to* $15,000 *a year; the Associate Justices from* $12,000 *to* $14,000; *the circuit judges from* $7,000 *to* $8,500; *the district judges from* $6,000 *to* $7,500.

The Goats

"Two years ago, in order to equalize the salaries of other employees, which was forced upon an unwilling Congress, an increase of $120 *a year, as it finally worked out, was obtained in the salaries of government employees receiving less than over* $2,500 *a year.*

"What did that increase of salary amount to in percentages? The increase for those receiving $2,500 *was* 4 *per cent and a fraction; for those receiving* $2,400 *it was* 5 *per cent; for those receiving* $2,220 *it was* 5 *per cent and a fraction; for those receiving* $2,000 *it was* 6 *per cent; for those receiving* $1,800 *it was* 6.6 *per cent; for those receiving* $1,600 *it was* 8 *per cent; for those receiving* $1,440 *it was* 8.4 *per cent; for those receiving* $1,400 *it was* 8.6 *per cent; for those receiving* $1,300 *it was* 9.2 *per cent; for those receiving* $1,200 *it was* 10 *per cent; for those receiving* $1,100 *it was* 10.9 *per cent, and for those receiving* $1,000 *it was* 12 *per cent.*

"Now, mark you, when you get down to $1,000 *you are down to the line below the level of where you could support, away back in* 1916, *a family of five persons on that salary. Just think of it, Senators! It makes some Senators smile.*

"The percentage of increase in the salaries of those receiving a salary of $800 *was* 15; *it was an increase in salaries of* $720—*and you are below the life line now—of* 16.5 *per cent; on salaries of* $600 *it was an increase of* 20 *per cent; on salaries of* $540 *it was an increase of* 22 *per cent; on salaries of* $500 *it was an increase of* 24 *per cent; on salaries of* $480 *it was an increase of* 25 *per cent, and on salaries of* $400 *it was an increase of* 30 *per cent.*

"Just think of it, Mr. President! Employees of this Government receiving a salary of $400 *a year and trying to take care of a family, with the cost of maintaining a family in New York figured at the lowest possible limit, where charity doles out the amount—in New York, away back of the war period, it was* $880; *in the city of Washington in* 1916 *it was* $1,080."

THE DEBATE which follows (in a somewhat abridged form) took place in the United States Senate February 20 on the subject of the proposed salary increase for the next fiscal year, dealt with in the Legislative, Executive and Judicial Appropriation Bill. The discussion regarding the increase to be granted employees of the War Risk Insurance and other war bureaus begins on page 239. (The text of the salary-increase section of the Legislative bill will be found on another page.)

Mr. FRANCE [Md.]. Mr. President, I offer the following amendment [substituting $360 for $240, the latter being the amount carried in the bill as reported to the Senate by the Committee on Appropriations, as the emergency salary increase for the fiscal year 1920].

Mr. UNDERWOOD [Ala.]. Mr. President, if the Senator from Maryland will allow me, I desire to make a point of order against that amendment. I make the point of order that it increases the appropriation on this bill without being recommended by the committee,

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that it is not estimated for by the head of any department, and, third, that it is not moved by the direction of any standing or select committee of the Senate. It seems to me clearly that it is within Rule XVI. The Chair is familiar with the rule, as it has just been read. I therefore make the point of order, and I think that ought to be disposed of first.

The PRESIDING OFFICER. The Chair will hear the Senator from Maryland on the point of order.

MR. FRANCE. Mr. President, I do not feel that I care to discuss the point of order at this time. I realize that this amendment is subject to a point of order. I hoped that the chairman of the subcommittee would not make the point of order; but since he has made it, I am willing to submit to the judgment of the Chair. I do not care to detain the Senate at this time with any argument on the point of order.

The PRESIDING OFFICER. The point of order is sustained.

[After a brief discussion on an amendment increasing the salary of the District Judge of Panama, Senator La Follette, of Wisconsin, obtained the floor.]

Mr. LA FOLLETTE. Mr. President, I do not suppose any point of order can be made against the amendment, and I doubt, Mr. President, if it were subject to a point of order whether any point of order would be made against it, because it has been the practice of Congress to raise the salaries of Senators and Representatives and Cabinet officers and their assistants, and judges, but when any suggestion is made to the Congress of the United States that there should be an increase in the salaries of the employees of the Government who are earning less than enough to sustain life, every technicality that can be suggested and every argument that can be made is interposed to stop it.

There have been some investigations conducted by people entirely competent to make them as to the lowest possible amount upon which a family in this country can subsist. Such investigations were made in New York City in 1914. They have been conducted by this Government under an authorization by the United States Senate here in the District of Columbia. In 1914 a body of economists in New York City, after a thoroughgoing investigation, determined at that time that with the cost of living as it then stood, not less than $880 could possibly carry a family of three children, a father, and mother through to the end of the year. Since that time the cost of living has advanced from 75 to 100 per cent.

I think that it was in 1916 that, under authority conferred by the Congress, an investigation as to the cost of living was conducted by government officials here in the city of Washington, and it was ascertained that the lowest possible sum upon which a family of five could be supported here in the District of Columbia in 1916 was $1,080. Since that time the cost of living has steadily mounted.

Mr. President, I am aware of the fact that it is not at all popular to discuss this side of the proposition here in the Senate. I am not at all surprised that so many Senators retire to the cloakroom when the attention of the country is to be called to the fact that since 1905 we have made the following increases in the salaries higher up.

The President's salary has been increased 50 per cent; the salary of the Private Secretary to the President has been increased 50 per cent; the salary of the Vice-President has been increased 50 per cent; the salary of the secretary to the Vice-President has been increased 81 per cent; salaries of United States Senators have been increased 50 per cent; salaries of Representatives in Congress have been increased 50 per cent; the salary of the Secretary of the Senate has been increased 30 per cent; of the Sergeant at Arms 44 per cent; the salary of the Speaker of the House of Representatives has been increased 50 per cent; of the secretary of the Speaker 33 per cent; of the Clerk of the House 30 per cent; of the Chief Clerk 25 per cent; of the Sergeant at Arms 44 per cent; of the Doorkeeper 42 per cent; the Secretary of State, 50 per cent; the Secretary of the Treasury, 50 per cent; the Secretary of War, 50 per cent; the Attorney General, 50 per cent; the Postmaster General, 50 per cent; the Secretary of the Navy, 50 per cent; the Secretary of the Interior, 50 per cent; and the Secretary of Agriculture, 50 per cent.

Mr. DILLINGHAM [Vt.]. Will the Senator state what period that covers?

Mr. LA FOLLETTE. From 1905 to 1915.

Senators find occasion for agitated inquiry here as to the subject of unrest in this country. The salary of the Chief Justice was increased 15 per cent, and the Associate Justices 16 per cent. The salary of the Chief Justice was raised from $13,500 to $15,000 a year; the Associate Justices from $12,000 to $14,000; the circuit judges from $7,000 to $8,500; the district judges from $6,000 to $7,500.

Two years ago, in order to equalize the salaries of other employees, which was forced upon an unwilling Congress, an increase of $120 a year, as it finally worked out, was obtained in the salaries of government employees receiving less than $2,500 a year.

What did that increase of salary amount to in percentages? The increase for those receiving $2,500 was 4 per cent and a fraction; for those receiving $2,400, it was 5 per cent; for those receiving $2,220, it was 5 per cent and a fraction; for those receiving $2,000, it was 6 per cent; for those receiving $1,800, it was 6.6 per cent; for those receiving $1,600, it was 8 per cent; for those receiving $1,440, it was 8.40 per cent; for those receiving $1,400, it was 8.6 per cent; for those receiving $1,300, it was 9.2 per cent; for those receiving $1,200, it was 10 per cent; for those receiving $1,100, it was 10.9 per cent; and for those receiving $1,000, it was 12 per cent.

Now, mark you, when you get down to $1,000 you are down to the line below the level of where you could support away back in 1916 a family of five persons on that salary. Just think of it, Senators! It makes some Senators smile.

The percentage of increase in the salaries of those receiving a salary of $800 was 15; it was an increase in salaries of $720—and you are below the life line now—of 16½ per cent; on salaries of $600, it was an increase of 20 per cent; on salaries of $540, it was an increase of 22 per cent; on salaries of $500, it was an increase of 24 per cent; on salaries of $480, it was an increase of 25 per cent; and on salaries of $400, it was an increase of 30 per cent.

Just think of it, Mr. President! Employees of this Government receiving a salary of $400 a year and trying to take care of a family, with the cost of maintaining a family in New York figured at the lowest possible limit, where charity doles out the amount—in New York away back of the war period, it was $880; in the city of Washington in 1916 it was $1,080.

How did they make up the balance? They found jobs at night. When sickness falls upon the family, when trouble comes, when death throws its shadow across the threshold, collections are taken up among those who are not so unfortunate, upon whom affliction has not yet been visited. That is the way they do it. If you want the testimony for it, it is to be found in the records of the committees of Congress. These government employees have appeared before the committees of this Congress to plead their cause for higher wages under the conditions that exist today, and I have before me here ample evidence which they have furnished of the hard conditions under which they live; how they are compelled to take up collections whenever affliction comes upon a family.

Back of the time of high war prices, Senators will vote themselves an increase of salary of 50 per cent and

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deny to government employees a percentage of increase that will sustain life, and yet they marvel and complain and threaten because there is dissatisfaction in this country; they organize investigations to find out why it is that meetings are held and voices are raised protesting against the condition of things that exists here today.

This serious condition of affairs is not the outgrowth, Mr. President, of the war. It has been on for a long period of time. The great masses of the people of this country are loyal to our system of government, sir. All they ask is justice and a fair chance. They are fairly intelligent; they know pretty well that something has been radically wrong with the economic system of this country. With the consent of the Government, for a score of years the cost of living had been slowly but steadily mounting upon the American people from 1898 down to August, 1914, when we began to feel the effects of the European war. Why was that so? I say to you, sir, that it should not have been so. The cost of living should have steadily decreased right along year by year instead of increasing year by year. Why do I say that? I say it because it is the law of civilization; I say it because the genius of the American people wrought out a system that should have resulted in a continual and steady decline in the cost of living. Throughout all these years the cost of production has steadily decreased, from the time this Government was established down to 1898. Why? Because there was the free play of all the economic forces in this country; because the most inventive country on the face of God's earth had been working out the problems of production and cutting down the cost of producing things by invention and by better organization; and the cost had steadily fallen down to that time.

[Mr. LA FOLLETTE then discussed the effect of the reorganization of business throughout the country, contending that as the result of extensive combinations "competition was suppressed, prices were controlled, and the American people had to pay more and more for everything they bought."]

It [the cost of living] mounted step by step, step by step [from 1898]. It has denied thousands, tens of thousands, and hundreds of thousands of children the education that their parents would have been able to give them except for that unlawful organization. It has violated every principle of right. It has undermined the principles of democracy. It has well-nigh destroyed, sir, a government of equality of rights. I say to you that instead of the cost of living mounting year by year the cost of living should have fallen year by year.

Oh, but I fancy that some Senator from some Eastern State is saying that "La Follette ignores the fact that wages have been increased, and that that accounts for the increased cost to the consumer." Wages have not increased. It is a lie that wages have increased. I am speaking now of the period before the war. Wages fell. Counting the purchasing price of the dollar, wages fell steadily, year by year, under the power of this same controlling force. A competent and authoritative study of the trend of wages from 1900 down to 1914, 14 years, gives us the exact decline—an actual decline of 10 per cent in the wage of the laboring people of this country during that period of advancing prices and rise in the cost of living.

If you are looking for an answer to the question as to why there is unrest in this country, Mr. President, as to why people are striking, and as to why some of the more radical of them are saying extreme things, look for it in the United States Senate today. A dozen Senators here when the economic truths of the last 20 years are being recounted! If some Senator should rise here to denounce some meeting that is held where complaint is made, you would see the Senate thronged, and the seats filled; but when the real reason is stated that underlies the complaints that are in the hearts of the great body of the toilers of this country, only a few of whom have yet begun to express themselves, you see empty seats.

I say again, Mr. President, that every economic law that ought to rule society, that ought to regulate prices, that ought to determine wages, has been violated for the last score of years in the United States; and I say, look there if you are on the hunt for the motives that lie back of the surging that is sweeping across this country, that has not yet begun to break in waves but that just shows in undulations upon the surface, but it represents a deep and a profound agitation below the surface.

Mr. President, the great mass of the American people have never been very far wrong. They have been pretty generally right; and it behooves those who nominally stand as their representative to pay some heed to their voice when it is raised in protest. That protest has not been very violent. I pray God that it may be heeded in time.

Senators think they have been awfully generous to the government employees because they have given them $240, an increase of $120 since a year ago. It was an increase of 10 per cent at that time, according to the figures of the Senator from Utah, who is always accurate. You did not flinch much when it came to giving yourselves 50 per cent. I did not see any points of order raised on it. I suppose probably it was not subject to a point of order, but it always lies with any representative upon this floor to avail himself of a technicality or not, and I venture to suggest that perhaps it would be wise statesmanship not to invoke a technicality against a raise that is equitable and just. Think of an employee of this Government who is receiving $600 or $720, and trying to get along on it, and take care of a family of four or five children, and buy shoes at $3, $4, and $5 a pair!

Mr. President, I expect the salaries of the judges in Porto Rico to be increased. Of course that will just level them up with the other judges whose salaries we have increased, and I expect that the great mass of employees who work for the Government, who on the average earn only $918 or $980 apiece—I do not remember which—I expect that they will stand by you just the same. But, mark you, Mr. President, the difference between the way in which they treat these employees and the way in which they treat themselves and the Cabinet officers and the judges. They give them, under the law, a permanent salary fixed by statute. This is a bonus for the time being, and then you will drop back, you government employees, to the old wage level of 1855. The wages of the employees of the Government have not been materially changed since 1855, but the salaries of representatives, of senators, of judges, of Cabinet officers, of presidents, of ambassadors have been raised enormously.

Mr. President, aside from all other questions, aside from the question of what is right and just between man and man, the course you are pursuing is not politic. I venture to say it is unwise statesmanship. When the amendment was proposed increasing the amount that should be paid to those employed in the War Risk Bureau the Senator from Alabama (Mr. UNDERWOOD) warned the senators that "they were talking in millions now." Mr. President, justice, equity, what is right between employees, does not take account of amounts. When it came to increasing the salaries of United States senators and representatives and Cabinet ministers and ambassadors and Supreme Court judges and federal judges, all down the list, it would have been well enough then for the Senator from Alabama and for every other Senator on this floor to think about these increases, regardless of the question of whether the amounts were large or small, but on the basis of whether they were just in comparison with what other government employees were re-

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ceiving. Those increases were not necessary to provide bread and shelter and clothing for the family.

I am not complaining, sir, that these increases were made in those salaries. I recognize the existence of this artificial and unjust increase in the cost of living. I do not blame Congress for recognizing that fact and increasing their own salaries and those of the judges and the cabinet ministers and ambassadors and others who have received these magnificent additions to their salaries, but what I do protest is your beginning to economize when you come down to make a little, meager addition to the salaries of the mass of the government employees, who have to figure, oh, so closely, to live. There is the rent, the grocer's bill, the meat bill, the doctor's bill; if there is anyone sick in the family, it is a calamity that calls for a family council in order to know how to meet it. When you come to consider those people who are living so close to the margin of existence, who are struggling for enough to get along with, then I say, Mr. President, that that is the wrong time to begin to cut and to pare and to be technical.

Mr. President, I do not want to assume the rôle of prophecy. No man knows what the future veils; but I say that we shall be wise if we will try to be just to all the people in this country.

I am only sorry, Mr. President, that this proposed increase of $1 a day to government employees to meet the increased cost of living was not agreed to. It was figured out in 1914 by competent tribunals that made investigations, not only in New York City but elsewhere over this country, fixing about $880 as necessary for the support of a family of five. I regret beyond expression that the proposition here was not accepted to add to that amount a dollar a day to meet the increased cost that everybody agrees had come upon us, and there is plenty of evidence here, and I can read from the testimony of investigators who appeared before committees of Congress, that since 1916 the advance has been more than would be covered by this addition. If it were $240 instead of $120, it would not more than cover the added cost that has come by reason of the increase in the necessities of life.

Mr. THOMAS [Colo.]. I sympathize entirely with the Senator's attitude regarding the duty which the Congress owes to the employees of the Government on account of the rise in prices. Since I have been in the Senate I have, as far as I can now recall, voted against every increase in salaries, regardless of the officials the salaries would benefit. My contention has been, and I think it is correct, that those who supply the necessities of life—the landlord, the grocer, the dry goods man, the shoe man—regulate their prices so as to absorb whatever amount of increase is made in the salaries of the employees, so that instead of benefiting the employees we really benefit the class which caters to their needs.

I have felt, and I think I have stated, on more than one occasion, that the Government can and ought to remedy this condition by fixing a maximum rate of rental and also of supplies, and seeing that through the proper agencies the employees of the Government shall be required to pay no more, covering the difference between the existing rates and the amount so fixed by the Government as a charge against the Treasury. I believe that would give a very substantial measure of relief. I am not a prophet, but I could almost prophesy that this raise which is given now will be followed by a demand for another, because of the consequent need due to the absorption of this increase by the very conditions that make it necessary.

I am prepared to join in an effort to frame some legislation, and to support it to the best of my ability, that will meet this situation and do justice. I am very much afraid it is the only way in which it can be done. I should like to have the opinion of the Senator upon that suggestion.

Mr. LA FOLLETTE. Mr. President, it may be that we will come to recognize the necessity of putting a limitation upon the charges of various kinds, but I have always been a pretty profound believer in the free play and operation of economic laws. I believe that if we had all the laws against combinations properly enforced competition would regulate prices for people who have to buy, whether it is rent, or groceries, or dry goods, or the supplies of the butcher.

There was a day when we had but a handful of these trusts and combinations in this country, and you all know it. They were then not more powerful than the Government. I have before reminded the country and the Senate, as I recall the fact, that in 1901 there were but 149 combinations in this country, and they were perfectly easy to deal with. Seven years later there were 10,020, and the cost of living had mounted 70 per cent.

Mr. President, I had greatly hoped that no point of order would be made against the amendment adding to the pay of these government employees this little sum of $120 per annum. Of course, in the aggregate I know it runs into the millions. It is the cost of a battleship or two; that is what it is. I will not go into those comparisons, Mr. President. I could extend them somewhat.

I am not going to oppose the amendment of the Senator who has asked the increase of the salary of the judge. Let him go along with the rest of them. At some time or other you will have put enough of these increases in the scale on the side of the "higher ups" so that possibly you will make some additions to the other side that will not balance—I do not expect you to balance the scale—but it will be a little approach to justice.

Mr. UNDERWOOD. Mr. President, I do not intend to detain the Senate long, but after listening to the Senator from Wisconsin [Mr. LA FOLLETTE] I think it is only fair that the RECORD should show some facts.

The Senator from Wisconsin says in his statement that he was "sore." I am glad he puts it that way. He at least had gotten a long way away from the facts that controlled the framing of this bill. The Senator bases his argument on an appeal to class legislation, an attack on the increases in salaries that are made in this bill for judges.

The increases in salaries for judges contained in this bill were established by law. They are not the creation of our committee. This is a legislative bill, that carries the salaries of the government officials. It is the business of our committee—and the Senator knows it is the business of that committee—to write into this bill the appropriations to pay the officers of the Government the salaries which it has been designated by law that they shall receive.

I was in the Senate Chamber when the bill increasing the salaries of the judges was passed. I did not observe the Senator from Wisconsin rise in his seat and hear him protest against the increase of those salaries. I do not know how he voted; but if he did not vote for that increase, at least his voice was silent in opposition to it.

The Senator would have those who read the RECORD believe that this Congress—the men who sit here before me—had just been guilty of raising their own salaries and then of refusing to take care of the clerical force of this Government. I will say to the Senator that the last increase in the salaries of Congressmen in this country was more than a decade ago, and that there are comparatively few men under the dome of this Capitol today who had seats in the Congress of the United States when that increase was made.

The Senator from Wisconsin was a Member of Congress at that time, and so was I. When the provision for an increase of salary to Members of Congress came before the other House, of

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which I was then a Member, I voted against that increase. I am not informed as to how the Senator from Wisconsin cast his vote in this body under similar circumstances.

However, the provisions of this bill, whether for Congressmen or judges, have been fixed by law, and it was the duty of our committee to report the appropriation bill to pay these men their salaries, lest the Government should fail to perform the functions for which it is organized; and possibly some people in the United States would be glad to see it fail to perform its necessary functions.

Now, as to the salaries of the clerical force of the Government, while the Senator, like the Pharisee, would like to wrap his cloak about him and thank God that he is better than other men, I will say to the Senator from Wisconsin that he is not the only man in this chamber who has a sincere desire to uplift humanity and assist those who struggle each day for their daily bread; but the men in whose hands is intrusted the real business of this Government, the men who must sustain the flag in times of peace as well as in times of war, must consider the business interests of this Government and not what they can gather unto themselves by abusing their colleagues.

The Senator states that it has been ascertained how much money is necessary to support a family, and because this bill carries on the pay roll certain employees who only receive $420 a year, then, forsooth, we are not paying these people enough to support their families. The Senator knows as well as I do that that statement is not sincere. The Senator has been a Member of this body longer than almost any man who sits in this Chamber, and he knows as well as I do that the people whose compensation is fixed in this bill at $420 a year are those who only render partial service to the Government or are paid for piecework. The Senator knows, as well as I do, that the most of the $420 class of employees carried in this bill are the charwomen—some of them getting as low as $240—who only spend a few hours in the government service, and then earn a compensation outside of the government service. The government employment is merely a matter of assistance to them, and not their daily vocation.

If the great committees in charge of the legislation of this Government were to allow their sentiments and their desires and their effort for popular acclaim to control their handling of the affairs of the Government in connection with these great supply bills

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we would have no government before long, because it would put the burden of taxes upon the people so great that they could not carry it. It is not the John D. Rockefellers and the Pierpont Morgans who pay the great taxes in this country, and the Senator knows it. They may pay a large amount of money so far as they are individually concerned, but it is a mere drop in the bucket compared with the immense amount of taxes that rest on the masses of the people. The toiling people of this country pay the taxes and support this Government, and unless the Government is honestly and economically administered that burden cannot be borne.

This provision was subject to a point of order and could have been stricken from the bill; but members of the Appropriations Committee, whom I happen to represent at this time, being in charge of this bill, do not occupy the position that the Senator from Wisconsin would place them in, that they are reckless in their desire to oppress humanity; that they are unwilling to listen to the appeals of those who need these salaries; but the committee sat down with deliberation and tried to work out a system of increases for the clerks of this Government that would be reasonable and just, that would take care of the increased cost of living and at the same time have some due regard to the burden which the taxpayers of this country have to bear.

Last year we gave the clerks an increase of $120 a year, or $10 a month. This year, with a falling price of living—at least, there is every reason to believe the cost of living from July on will fall below war prices—the committee reports an increase of $240; and, although I am not a prophet nor the son of a prophet, I have not any doubt in my own mind, although I may be mistaken, that if the committee had reported in favor of an increase of $360 the Senator from Wisconsin would have been desirous of adding another $120 to it to enable him to make his speech.

Mr. SMOOT. Mr. President, just a word in answer to what the Senator from Wisconsin has so graphically depicted.

I say now that among the 100,000 employees in the city of Washington there are perhaps 90 per cent of them receiving more salaries than they ever received before in their lives, and many of them you could not drive away from the positions that they hold with a Gatling gun. [Laughter in the galleries.]

The PRESIDING OFFICER. Order must be preserved in the galleries.

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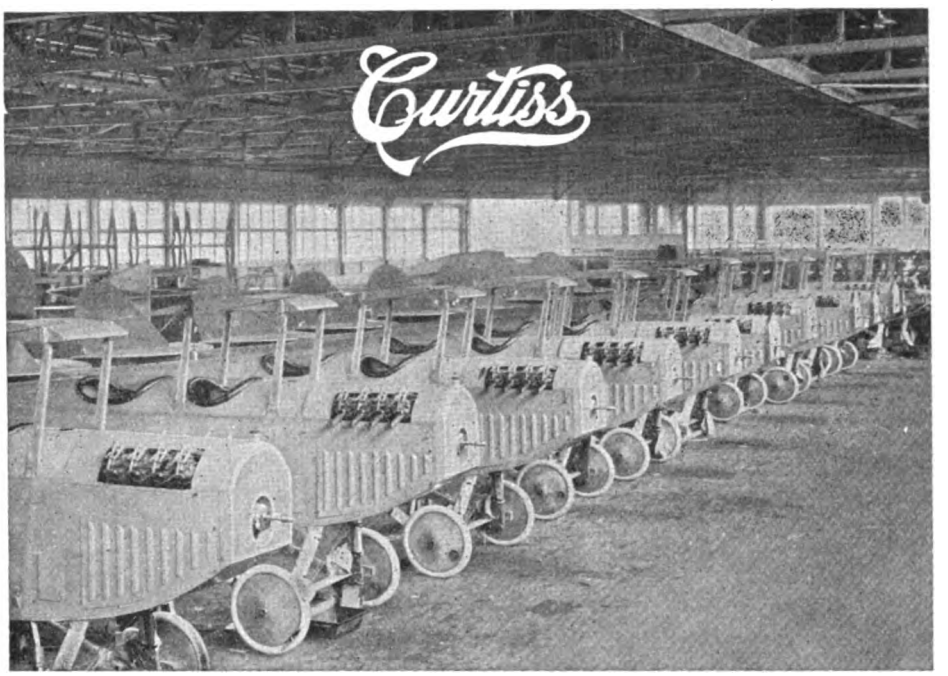

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[According to the Housing and Health Division of the War Department, cited by the U. S. Civil Service Commission (see our February issue, page 106) there were 40,718 separations from, to 75,588 appointments to, the government service from March to December, 1918—no reference made in the report to the use of Gatling guns.—EDITORS.]

Mr. SMOOT. I want to say that not only are they receiving the wages I have referred to, but they are allowed thirty days' leave of absence, and, in addition, a sick leave; they are working seven hours a day, and I can take you into a department where they are over 5,000 girls employed, drawing $1,100, $1,200 and $1,320 a year. Now, we have added $240 more, and I say now that I do not think that half of them ever worked for a salary before, and in case they did, many of them never received a salary of more than $30 a month. I am tired, Mr. President, of having it said that the Government of the United States is having people labor for a mere pittance. I want to say in this connection that there are other employees of this Government who are not receiving what they ought to receive. It is the system that is wrong. It ought to be corrected. But is it the fault of the Committee on Appropriations? How often have I stood upon this floor and called attention to this matter? How often have we asked for legislation, and how often have we been defeated in it? I say, Mr. President, that until there is a thorough investigation and reorganization from top to bottom there will be these inequalities and injustices that no one can defend.

Mr. VARDAMAN [Miss.]. I do not think the Senator intended to make the reflection upon the young women who have come here to do this work which his remark would naturally mean, when he says that very few of these young women—the majority of them capable, educated, many of them I know from my own State being graduates of leading educational institutions—that very few of them received more than $30 a month before they came here. I think that is rather unwarranted, rather unjust, rather unkind. They are not of the cheap class of people. They are splendid young women; they are serving their country and rendering good service and they are entitled to fair compensation; and I know the Senator from Utah is in favor of giving it to them himself.

Mr. SMOOT. I want to say to the Senator from Mississippi that I stated that some of the 50 per cent of the employees I referred to I did not think

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had received more than $30 a month before coming here; and I want to ask the Senator from Mississippi if half of the young women who are employed in the bureau I referred to who came from Mississippi received more of a salary per month than I stated?

Mr. VARDAMAN. Oh, I think they received very much more, because a great many of them were school teachers.

Mr. SMOOT. Yes, and a great many of them were not, I will say to the Senator. The Senator and I have the same feeling toward all of mankind and womankind. I would not do an injustice to anyone.

Mr. VARDAMAN. Oh, I know the Senator would not.

Mr. SMOOT. But I want to say to the Senator now that if he will go down to some of the departments when they leave their work and see the girls that could not have had very much experience in the work they are called upon to do, coming out of the departments dressed as they never dressed before, wearing apparel that they never wore before [laughter in the galleries]——

The PRESIDING OFFICER. The Chair will warn the occupants of the galleries that the Sergeant-at-Arms will be instructed to clear the galleries unless the occupants refrain from making demonstrations of any kind.

Mr. SMOOT. I will say to the Chair that the disorder is in the Chamber more than in the galleries.

Mr. VARDAMAN. I want to say to the Senator that I had no idea that these young women were living in such affluence. I have not seen any evidence of it; and I do not think a young woman can come here and pay 40 or 50 or 60 dollars a month for board and then dress so handsomely, and go about decked with diamonds and satin and fine linen on $100 a month.

Mr. SMOOT. I have said nothing about diamonds, nor have I said anything about satin or fine linens in any way. I am in earnest in this matter. I do not want Members of Congress to be branded as a lot of ingrates and have it said that they are not doing justice to the employees of the Government. That is all that I have in view at this time, and I think I am well within bounds in what I have said. Do I object to seeing them dress in the best possible style? Why, no; but, Mr. President, when we consider a question we ought to consider it as it really exists; and I want to say to Senators that the committee is not asking any employees of the Government to work all the time for $400 a year. I know that the charwomen that work for that amount only work

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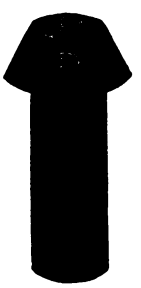
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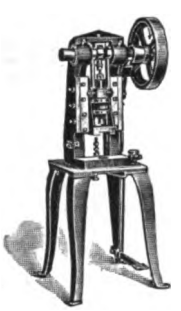
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about three hours a day, and I know that many of them are also employed elsewhere, because I have employed them as washwomen for $2 a day, and they have been filling both positions, and are making more money today than they ever made before; so I would not want it to appear in any way, shape or form that the Government of the United States was paying a salary of only $400 to regular employees.

Mr. La Follette. Mark you, with all the defense, eloquence and caustic comment which has been interwoven here by the Senator from Alabama regarding the readiness of Congress to respond to the demands upon it, there was voted down two years ago every increase that had been proposed to the salaries of employees. It had occurred upon bill after bill as it had come into the Senate of the United States. I cannot recall now just how many times the Senate has gone on record against an increase in the salaries of the employees of the Government, but it has gone on record repeatedly in the face of all the testimony showing the justice of such increase at that time, a year ago, notwithstanding the Senator's approval of Congress as always being so responsive to the right thing.

Senators may recall that the Senate again and again voted down that increase of a certain percentage, 5 and 10 per cent, two years ago, on bill after bill, as it had been presented here, covering the employees of different departments. Finally there came before the Senate here one night the Indian Appropriation Bill in the form of a conference report, and it happened that I had gathered together a lot of data upon the subject, not only of increases that Senators had voted to themselves, but the increases they had voted to various other highly salaried public officials. Furthermore, I had prepared by the statistician of the Bureau of Labor a record of the past salaries of the employees of this Government.

I may state that too broadly, and I do not wish to be in error in any respect; but at least I am safe in saying that the employees of the Treasury Department were covered by the data that he furnished me. That data I read before the Senate that night. Do you remember what it showed? It showed that since 1855 there had not been an increase of the wages of the employees of the Treasury Department. It is not necessary for me to say, Senators, that the same thing prevails with regard to other departments of the Government, because you do not raise the salaries of the employees of one department without raising the salaries of employees of another department.

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But, Mr. President, the matter which I presented in a 20 or 30 minute speech that night to the United States Senate was so appealing, taken together with the roll call of their own vote for increasing their own salaries, that I succeeded in getting a vote in favor of adopting on the conference report on the Indian appropriation bill an increase of 5 and 10 per cent to employees then in the office of the Bureau of Indian Affairs.

Do you see what followed that? The fact that that was voted that night put the salaries of the employees of that bureau on a higher level than the employees of other bureaus and other departments of the Government. So it led logically to raising the salaries of the employees of all the other departments. As it finally worked out in the various Congresses it gave a salary raise of $120 a year, which was called a bonus. It was not a salary raise; it is not something that will continue. It is just a sort of gift temporarily to tide over these times when prices are high and people are complaining about the cost of living. Do not let any employee of the Government fancy that he has gotten a permanent statutory increase in his salary, because he has not. The salaries, as I understand it, stand by law and statute just where they did first in 1855. You have not done anything more for these people who work for the Government. You have done something more for yourselves. My friend from Alabama, or the Senator from Alabama——

[At this point Mr. UNDERWOOD interposed for the purpose of citing the CONGRESSIONAL RECORD of the Fifty-ninth Congress, when he was a member of the House of Representatives, to show that he voted against raising the salaries of Congressmen from $5,000 to $7,500 a year.]

I remember in the discussion that night, in appealing to Senators, I had turned to the old CONGRESSIONAL RECORD on the salary increase, and since the Senator from Alabama has raised the question as to how I might have voted at that time, I take the liberty of reading into the RECORD the vote on that occasion as I read it into the RECORD two years ago. The yeas were 53, the nays were 21. [Of those who are still members of the Senate the following voted *yea:* Brandegee, Dillingham, Knox, Lodge, McCumber, Overman, Penrose, Simmons, Smoot, Sutherland, Warren; and these voted *nay:* Culberson, La Follette, Nelson.]

Mr. SMOOT. Two years ago when the vote was taken for the increase of salaries, I think the first time the amendment was agreed to it was on one of the appropriation bills—the legislative, as I remember—but in the

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conference they would not agree to it and sent it back here. The House would not agree to the amendment offered by the Senate. The Senator knows I did what little I could to secure that legislation and fought for the amendment at that time.

While it is true that I voted in 1905 for an increase of salaries for Senators and Congressmen, I take it for granted that anybody in the United States would feel that a Senator who did his duty was worth that amount of money.

Mr. LA FOLLETTE. I am not suggesting; I have not raised the question here; I have not intimated that the increase of salaries of judges was not proper. I have not intimated that the increase of the salaries of the Senators was not proper. I simply took the position, so far as I am concerned myself, that I would not vote for an increase of salary during the term for which I was elected. I felt that my services were worth more than $5.000 a year—the amount of salary at that time. You cannot find anywhere a suggestion from me that the increases in salaries to which I have called attention here tonight are unjust or improper. I realize the fact that the very conditions to which I have called attention here tonight, the iniquitous conditions that have been permitted to grow up under a free democratic Government, increasing unjustly and unlawfully the cost of living upon the American people, made it necessary that if a man is going to live within his salary and be honest he has got to have an increase commensurate with the increases that these unlawful combinations are able to put upon him.

It is very far from me to offer such a suggestion, and the suggestion of the Senator from Alabama that my attitude has been one of hostility for the purpose of raising class prejudice here to these increases in salaries is very unjust upon his part. Never can you find a word in the RECORD on my part making an appeal of that sort.

Mr. President, I know that I am overtesting the patience of the Senators. The Senator caught me up on this $420 salary. I believe I did mention that $420 salary. I believe the Senator from Utah dwelt at some length upon that $420 salary.

I knew that the charwomen did not work 8 or 10 or 12 hours a day; but how about the $620 and the $720 salaries, that did not reach up to the cost of maintaining a family, or the $900 salaries, that are only $20 above the cost of maintaining a family in 1914, as established by a scientific investigation at New York, in which—and I have the table here before me—only $20 was allowed for medicine and doctor bills?

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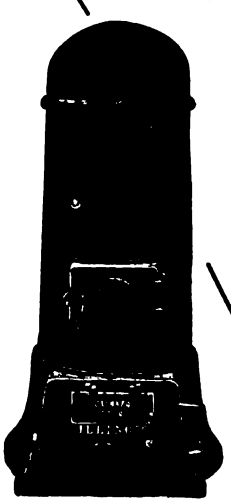

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There is no use dwelling upon this thing. You have made your record. The committee was appealed to to make this $360 increase. It did not do it. It brought in the bill in a form in which no amendment could be proposed here which under our rules could be considered by the Senate, and therefore we could not have it tried out by the Senate. Therefore we have given to these people with these meager salaries an increase of $120 a year over the salaries which they have been drawing to meet the increased cost of living that has resulted in the last year.

The Senator from Alabama is very hopeful that prices are going to decline. Of course, he does not guarantee it and he will not be around to make up any losses to you if they do not happen to decline. I hope they may decline, but I have been glancing over the testimony given by the Armour-Swift combination before the Committee on Agriculture of the United States Senate, and it does not hold out much hope to me that there will be a decline. I very much fear you will find at the end of the year prices in some respects higher than they were at the beginning of the year.

Why Employees of War Bureaus Will Not Receive the $240 Salary Increase

The thousands of employees of the Bureau of War Risk Insurance and of other war bureaus naturally want to know why they are excluded, either in part or altogether, from the benefit of the $240 salary increase for the fiscal year 1920 granted by Congress to the civilian employees of the Government in general.

The discussion in the United States Senate which is reproduced below throws considerable light on this subject.

[The Legislative bill as passed by the House of Representatives made no provision for an emergency increase in salary for 1920 for the employees of the Bureau of War Risk Insurance or of other war bureaus.

The Senate Appropriations Committee proposed an amendment, as below.]

The committee amendment provides "that employees of the Bureau of War Risk Insurance shall receive increased compensation at one-half the rate allowed by this section for other employees. *Provided,* That employees of said bureau who are compensated at rates below $400 per annum shall receive additional compensation at the

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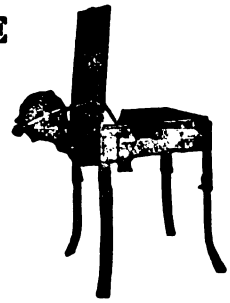

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rate of 60 per cent of the annual rates of compensation received by such employees," so that the section as amended shall read:

The provisions of this section shall not apply to the following: Employees paid from the postal revenues and sums which may be advanced from the Treasury to meet deficiencies in the postal revenues; employees of the Panama Canal on the Canal Zone; employees of the Alaskan Engineering Commission in Alaska; employees paid from lump-sum appropriations in bureaus, divisions, commissions, or any other governmental agencies or employments created by law since January 1, 1916, except that employees of the Bureau of War Risk Insurance shall receive increased compensation at one-half the rate allowed by this section for other employees: *Provided*, That employees of said bureau who are compensated at rates below $400 per annum shall receive additional compensation at the rate of 60 per cent of the annual rates of compensation received by such employees.

[Senator CURTIS of Kansas offered an amendment to the committee amendment providing that the employees of the Bureau of War Risk Insurance shall receive the increased compensation allowed for other employees; that is, at the rate of $240 per annum.]

Mr. CURTIS. What I want is to have the employees of the War Risk Insurance Bureau put on the same plane as to salary as the employees of other bureaus of the Government. I know it is contended that when these clerks were employed their salaries were fixed so as to include the $120 allowance made last year in the appropriation bill to the regular statutory employees of the Government, but I do not think these clerks were employed with any such understanding.

I wish to read two telegrams that were sent to clerks appointed in the War Risk Insurance Bureau to show that there was no indication of that kind given to them. Here is a telegram sent out on September 11, reading as follows:

Appointed clerk. Bureau of War Risk Insurance, New National Museum, Tenth and B Streets, $1,100 per annum. Report immediately, or before September 20. Services urgently needed. Early promotion, if service proves satisfactory. Wire.

The person who received that telegram reported, was employed at $1,100, has received no increase, and is still working for the bureau.

I read another telegram, dated September 14, which is as follows:

Appointed typist, $1,100 per annum, War Risk Insurance. Chance of promotion, if merited, good. Wire earliest can report at destination. Service urgently needed.

That young lady reported. She started to work at $1,100 and is still drawing $1,100. It will be seen that a promise of promotion was offered, but it has not been kept; and yet in

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this bill, instead of getting the allowance that has been given to other government clerks, the employees of the War Risk Insurance Bureau are only given one-half. I hope the amendment offered by me will be agreed to.

Mr. UNDERWOOD. Mr. President, I desire to say that there is no item in this bill to which the subcommittee in charge of it gave more careful consideration than this item in reference to the bonus to the employees of the War Risk Insurance Bureau. It was left out of the bill last year, for the reason that it has been the policy of the Congress in adopting this bonus not to apply it to those bureaus that were entirely war emergency bureaus, and the committee last year had the idea that the War Risk Insurance Bureau was of that class, although so far as the insurance features of that bureau are concerned it becomes a permanent bureau.

The reason the distinction was made between the old bureaus and departments of the Government and the war emergency bureaus which were established here, was that the clerks in the emergency bureaus were paid out of a lump sum; there was no limitation; there was no statutory provision for those temporary clerks; and undoubtedly they were paid a great deal more salary than the clerks in the regular bureaus. The effort of the Congress and of the committees of Congress was to equalize those salaries, to take care of the statutory clerks whose salaries were not increased and of the clerks in the old bureaus employed under lump-sum appropriations who were on the same basis.

Mr. CURTIS. Does not the Senator think that the fact that these clerks received telegrams stating that they were appointed at $1,100, and that there would be early promotion, entitles them to some consideration?

Mr. UNDERWOOD [Ala.]. I do not think that alone should determine the matter. We could not increase the clerical force of the Government and their salaries to an amount perhaps of $4,000,000 or $5,000,000 a year because the head of a bureau wired one or two clerks that, if they would come here, he would give them an increase over their initial salary. That would be an impossible proposition. It might have been a very unust thing for the head of the bureau to have done; but it would not justify Congress in giving a general increase all along the line. However, that is not my argument.

Mr. CURTIS. I only read two telegrams, but I had at least 50 clerks, who were employed at $1,100, tell me that they had received similar telegrams.

Mr. UNDERWOOD. That may be;

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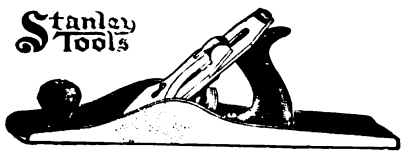

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but I want to come to the real details Young ladies employed in the Bureau of War Risk Insurance came before the committee and urged this increase. They all believed they were getting smaller salaries than anybody else—I have no doubt about that—because they could point to a clerk here or a clerk there in some other department or bureau who was getting more salary than they did; but we sent for the heads of this bureau and examined them, and also had a report from the efficiency commission of the Government, and we found that their salaries last year were placed on a basis to equalize the increase of $120 which we gave to the statutory clerks. Unless we are willing to reject the testimony of Mr. Brown, the head of the Efficiency Bureau of the Government, whom we sent down there to look into this matter and report to us, we must believe that these clerks got that $120 last year by reason of its being provided in the lump-sum appropriation that was made to run the bureau.

Mr. SMOOT [Utah]. One hundred and twenty-nine dollars was the actual average.

Mr. UNDERWOOD. The Senator from Utah calls my attention to the fact that the actual amount which they got by way of increase was $129. That being the case, if the Senate gave them the entire increase of $240 carried in this bill, instead of equalizing their salaries with the salaries of other clerks of the Government on the statutory roll, we would be putting them $120 above the other clerks. We have attempted to equalize the salaries. We have carefully examined the facts, and there was not a dissenting voice in the committee as to what the result was after we heard the testimony. I am absolutely certain, from the testimony, that if we let this bill remain as it is, we put the clerks in the War Risk Insurance Bureau on exactly the same basis of pay as the average pay in the general statutory bureaus of the Government.

Mr. SMOOT. Mr. President, I have had a great desire to have all of the employees of the Government receive equal treatment under this provision. The bill passed the House with no mention whatever of the Bureau of War Risk Insurance, as it was not provided for in the bill a year ago. The Bureau of War Risk Insurance, when it began to employ clerks, typists, and stenographers shortly after its organization, paying them out of a lump sum, paid higher wages than most any other department of the Government. Senators know themselves that they lost their own clerks; they

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were taken away from them; and many of them went to the War Risk Insurance Bureau. In the investigation a year ago it developed that they were paid higher salaries than the clerks in many of the other departments when the clerks in the other departments were paid an additional amount of $120 as they were a year ago.

When the House passed the pending bill, as I said, they gave a $240 increase instead of the $120 which was given a year ago; but they still left out the War Risk Insurance Bureau, and we began an investigation as to whether that was fair to that bureau. It developed—and I have the figures here to prove it—that between the passage of the legislative bill for the present fiscal year and the present time there has been an average increase of $129 in the salaries of employees in that bureau. That increase was made upon the order of the head of the department of which the bureau is a part. The Bureau of Efficiency, with Mr. Brown at its head, went into the whole question. I have here a long statement, which I do not wish to burden the Senate with at this time, showing that that increase was made; and not only that, but it is now agreed that there shall be further increases in the bureau after a service of three months.

Mr. CURTIS. Those increases have not been given. I have read 2 telegrams on the subject, and I could have read 50 more.

Mr. SMOOT. No matter whether this provision is adopted or not, they are going to receive the agreed increases. If the Senator doubts it, I have here a statement from the Bureau of Efficiency stating just what the agreement was and how the salaries should be increased.

Mr. TOWNSEND [Mich.]. Mr. President, are these all temporary salaries?

Mr. SMOOT. They are all paid out of a lump sum.

Mr. TOWNSEND. But are they temporary—for one year?

Mr. SMOOT. No.

Mr. LODGE [Mass.]. They are not statutory clerks.

Mr. SMOOT. They are not statutory salaries. They are fixed by the bureau at the time they are employed.

Mr. FLETCHER [Fla.]. Do I understand the Senator to say that within three months the employees of this bureau will be receiving the same as the employees of other bureaus?

Mr. SMOOT. They will receive the same as the other employees will receive if the others get the $240 increase, and the employees in the Bureau of War Risk Insurance get only the $120. That $120, given to the employees of the War Risk Bureau,

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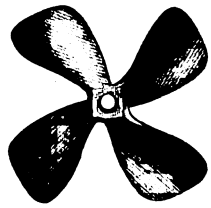
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I know that the employees of the bureau say that the average compensation in that bureau is not as high as in the Department of Justice, or the Federal Trade Commission, or the Quartermaster General's Department, or the Department of Commerce. That is very easily accounted for. There are over 5,500 employees in the War Risk Bureau drawing a salary of $1,100; or, in other words, they are all employees from typists down. I have here a letter from the Civil Service Commission in which it is stated that many of those employees receiving $1,080 are doing work that requires no preparation and no particular ability, and therefore the Civil Service Commission think the salaries they are receiving now, if the $120 is added, will be ample.

Every young lady who appeared before the committee who was asked what salary she was receiving, was receiving over $1,300, and with the $120 added it means that they will be receiving about $1,450 a year; and there are a great many of them. I could go into the details and tell just exactly how many there are, but I believe enough has been said to show the Senate that the committee wanted to do the right thing by all of the employees of the Government.

If an effort should be made upon the part of any Senator to increase the $240 bonus to $360, then, of course, of necessity, the $120 increase for the War Risk Insurance Bureau ought to be increased to $240. That should be done in case the other bonus is increased to $360.

Mr. LENROOT [Wis.]. I will state that I made an investigation and came to the same conclusion that the committee did; but I should like to ask the Senator whether he has information there as to the lowest salaries paid in this bureau?

Mr. SMOOT. Yes; I can tell the Senator in just a few moments what they are, and there are only a few of the employees who are receiving less than $1,100. I will run through this statement, and tell, in a moment, just what departments they are in.

The filers in the section of correspondence are receiving $1,140. Whatever filers there are, are receiving $1,140.

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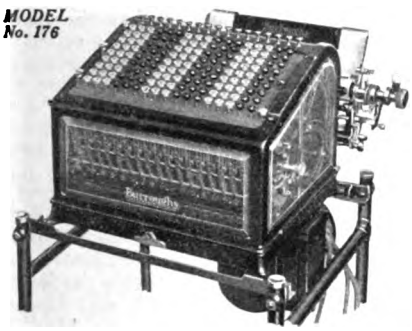

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outgoing mail, where it is distributed to the desks of the heads who handle it in detail, receive $1,140.

In the claims division the typists receive $1,140, and they are the only employees in that whole division who receive less than $1,200.

Mr. LENROOT. Has the Senator a memorandum there of any that receive a salary of $660?

Mr. SMOOT. There are the graphotype operators, who receive $900; the miscellaneous mail clerks receive $1,080; the numbering clerks receive $1,080; the dropping and stitching clerks receive $1,080; and the punchers receive $900.

Mr. LENROOT. Is it the Senator's understanding that that is the lowest salary that is paid in the bureau?

Mr. SMOOT. I will say to the Senator that that is the lowest salary that is being paid in the bureau today.

Mr. Smoot subsequently said: I ask, following my statement made a a few moments ago, to have printed in the RECORD a memorandum furnished by the head of the Bureau of Efficiency in relation to just what has been done in the way of increased salaries in the War Risk Insurance Bureau.

The matter referred to is as follows:

JANUARY 24, 1919.

MEMORANDUM

At the hearings before the Committee on Appropriations of the House last year, the representatives of the Bureau of Efficiency and the Bureau of War Risk Insurance promised the committee that they would fix standard salaries for the different kinds of work performed in the Bureau of War Risk Insurance and pay the employees according to the value of their services as nearly as that value could be determined. This work was undertaken by representatives of the Bureau of Efficiency, and the standard salaries were designated. These standard salaries were submitted first to officers of the War Risk Insurance Bureau and later to representatives of the House Committee on Appropriations. In most cases this standardization has resulted in raising the pay of employees engaged on the different kinds of work.

Entrance salaries of $1,000 for clerks and typists and $1,100 for stenographers were fixed by officers of the Bureau of War Risk Insurance last spring. At about the same time the entrance salary for clerks and typists was raised by the War Department to $1,100 and for stenographers to $1,200, with a promise of an automatic promotion of $100 at the end of three months' service. This created dissatisfaction among the employees of the Bureau of War Risk Insurance and since the classification work required considerable time it was finally decided by the Bureau of Efficiency in the early part of August to recommend that an automatic increase be given to all employees of the Bureau of War Risk Insurance who had been in the bureau three months and who had not been promoted. This increase was made effective August 16. A little later great difficulty was experienced in securing satisfactory eligibles from the Civil Service register at the entrance salaries offered by the Bureau of War Risk Insurance and with a view to

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overcoming this difficulty, the Bureau of Efficiency recommended that the entrance salary of clerks and typists be raised from $1,000 to $1,100, and of stenographers from $1,100 to $1,200. This recommendation was also adopted. Shortly after this a third recommendation was made that any clerks and typists who had been appointed by the bureau at less than $1,100, and any stenographers who had been appointed at less than $1,200 and who were receiving less than those salaries should be promoted to those salaries. This recommendation was also adopted. These various recommendations were made because it was found that under the classification these blanket increases would in very few cases raise the pay of the employees above the standards that were being prepared. In the early part of September the Bureau of Efficiency began to submit to the Bureau of War Risk Insurance its standard salaries for the different kinds of work. These were generally adopted and promotions under them put into effect. These standards are shown in the tables appended to this memorandum. In many cases the promotions made under these standards did not bring the clerks up to the standards because it was felt that at the first rating no one should be promoted more than $240 a year, no one should be promoted to more than the standard salary for the work he was doing, and no one should be promoted who had not been in the bureau at least three months.

On July 1 the average salary of employees in the Bureau of War Risk Insurance was $1,017. The average salary on December 1 was $1,119, or an increase of $102. This increase was due to the blanket promotions, to the raising of entrance salaries, and to the increases under the standard salaries that had been adopted by the bureau. Since December 1 further standard salaries have been submitted to the bureau that, when adopted and promotions made under them, will bring the average salary up to $1,141, or an average increase of $124.

The question to be considered is whether or not the blanket increase of $240 or some other amount should be granted to the employees of the Bureau of War Risk Insurance. In fixing the standard salaries shown in the accompanying schedules, the Bureau of Efficiency endeavored to take into account the increased cost of living, the compensation paid in other offices of the Government and in commercial establishments, and these standards are intended to correspond to the pay in other offices of the Government where the bonus of $120 is paid. An examination of the standard salary schedules attached will aid in determining what bonus should be given the employees in the Bureau of War Risk Insurance. [Lack of space prevents inclusion of these schedules, which should be examined with care by those especially concerned therewith. They will be found in the CONGRESSIONAL RECORD of February 20, 1919, pages 4018-4020.—EDITORS.]

It should be stated that because of the rule which was adopted that no promotion should be made until an employee had served at least three months, and that no promotion should be made of more than $240 at one time, there are still thousands of persons in the bureau who are receiving less than the standard pay fixed for the kinds of work they are performing. Under the rules laid down for fixing the value of the services of employees a clerk performing a quantity and quality of work far above the standard might be paid more than the standard salary, but since the first ratings were made in great haste, and were therefore more or less imperfect, the rule was adopted that no promotion above the

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standard salary should be made at the first rating.

The salaries have been standardized and promotions made under them in the following divisions: Allotments and allowances, accounts, actuarial, and compensation and claims. The standard salaries, and recommendations for promotions under them, have been submitted in the following offices, but so far as we are informed the promotions have not yet been made: Administrative, insurance, legal, and receipts and disbursements.

The increases that have been made in the salaries paid to employees in the Bureau of War Risk Insurance since last July have amounted to more than a million dollars a year. The recommendations already made, but which have not yet been acted on by the bureau, will bring this amount up to $1,300,000 a year. With subsequent ratings under these standard salaries, this amount will be still further increased. The amount of this increase cannot be stated at this time.

[The Senate then defeated the amendment offered by Mr. CURTIS raising from $120 to $240 the salary increase for 1920 for War Risk Insurance employees.]

Mr. THOMAS [Colo.]. Mr. President, I should like to ask the Senator having charge of the bill what the aggregate amount of this increase of salaries will be if the bill passes with the committee amendment?

Mr. UNDERWOOD. I send to the desk and ask to have read by the Secretary a letter from Mr. Herbert D. Brown, chief of the Bureau of Efficiency, stating the facts in answer to the Senator's question.

In this letter dated February 4, 1919, Mr. Brown says that a statement from the Treasury Department "shows that for the six months ending December 31, 1918, the actual expenditures on account of the $120 provision amounted to $7,284,007. At this rate the total expenditures for the year would be $14,568,000 or $32,000 less than our estimate.

"It is impossible within the time available to make a very careful analysis of the probable cost of the proposed bonus of $240 a year but I believe that in most instances the number of employees included in our estimate of last year will not vary greatly during the ensuing year. On this assumption, the cost for the current year of $14,600,000 should be doubled. This would bring the cost up to $29,200,000. To this amount should be added the cost of whatever allowance is made to the employees of the Bureau of War Risk Insurance. As I understand it, the employees of that bureau are to receive $120 instead of $240 because the allowance of $120 for the current year is included in the standard salaries that have been adopted by the bureau. It is difficult to estimate the number of employees that will be required in the Bureau of War Risk Insurance during the fiscal year 1920, but if we assume the roll to include 13,000 people, then we should add $1,560,000 to the $29,200,000 mentioned above. This will bring the total cost of the $240 increase up to $30,760,000. I know of no other offices where large increases are likely to occur.

"If increased compensation is granted employees at the rate of $360, the cost of $29,200,000 mentioned above would be increased by 50 per cent, or $14,600,000, making a total of $43,800,000. To this amount should be added $3,120,000 ($1,560,000×2) for the employees of the War Risk Bureau, or a grand total of $46,920,000.

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"I have made no allowance for any reduction in the civilian clerical force of the War Department. A large reduction will be made in the clerical force of that department through the discharge of drafted men engaged on clerical work. The large amount of salvage and accounting work yet to be done by the department will probably make it necessary to keep all of the civilian clerks they now have."

SALARY INCREASE PROPOSED FOR ALL WAR BUREAU EMPLOYEES

Mr. SHEPPARD [Tex.]. Mr. President, the object of the amendment [referring to an amendment just offered by him to the pending committee amendment] is to put all the bureaus and divisions that have been created since January 1, 1916, on the same basis the committee places the War Risk Insurance Bureau. The representatives of the Federal employees had the following to say about it:

Furthermore, the specific mention of the War Risk Bureau in the Appropriations Committee's report creates certain inequalities with respect to other war bureaus or divisions in older departments created by law since January 1, 1916, where the salaries have not been fixed upon the basis calculated for the War Risk Bureau—in fact, have been fixed on a prewar basis. In order to adjust this inconsistency and at the same time, we believe, to carry out the intent of the Appropriations Committee, we suggest the amendment above mentioned.

Mr. UNDERWOOD. Mr. President, I do not think that will do. We carefully investigated the proposals that came before the committee. Several other bureaus have been created since, and we investigated them like we did this bureau. We found they were getting the increased salary already, and that they were being paid under lump-sum appropriations. If you adopt this amendment, I will not say that every clerk in the Government, because I cannot see that far, but if you adopt this amendment you are going to lift a lot of clerks who have already been getting higher salaries than the statutory clerks and pay above the basis. The Senate cannot afford to do that. It is a question if you are going to equalize salaries to have a committee that will work it out. I will say to the Senator in reference to every one of these proposals of these other bureaus we gave them careful investigation.

Mr. SHEPPARD. Will not what the Senator says happen in the War Risk Insurance Bureau under the amendment you have presented?

Mr. UNDERWOOD. No; we investigated the War Risk Insurance Bureau, we had the Bureau of Efficiency investigate it, and on that report made this increase in the language we did, to equalize it with the statutory bureaus. You are playing in millions on this question. I think it would be most unwise to bet the game blind, and that is what it amounts to.

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Mr. LENROOT. I would like to ask the Senator from Alabama in what respect the employees of the War Risk Bureau differ from the employees of these other bureaus.

Mr. UNDERWOOD. I will say to the Senator that we have an old statutory roll here that fixed the salaries before the war of most clerks, not absolutely equal, but in the main they were carried in the same class of salary. There were certain lump-sum appropriations that were from time to time given to these bureaus and departments, and the salaries under the lump-sum appropriations were fixed at that basis. But then the war came along and a large number of new bureaus, some of them temporary bureaus for the war purposes, and some that are proving to be permanent bureaus, were established with no limitation on the pay roll, but just a lump sum thrown out and the head of the bureau was told to employ people. On our investigation we found that the basis of salary which was fixed at that time was way above the statutory salary and the statutory pay as the basis for other clerks. Our effort here has been merely to equalize that. More than that, the clerks in the War Risk Bureau came here under a war basis and under a war salary. They got an increase that was so satisfactory that it has attracted them from other positions to come here and get this increased salary. That is not true of the old bureaus.

Mr. LENROOT. No; my inquiry was not as to the old bureaus, but as to the difference between the employees in the War Risk Bureau and the employees in other bureaus created since January 1, 1916.

Mr. UNDERWOOD. I will explain that the War Risk Bureau was established originally on the basis of a statutory bureau. Then there was the increase given to them to equalize or more than equalize the increased bonus we gave to statutory bureaus last year; but these other bureaus, as far as we investigated them, not only had more than that increase, but vastly more in salary. I am not speaking about individuals, but I am speaking about averages. We could not go into individuals. The salaries were vastly more and are more now than that of the clerks in statutory bureaus with the bonus added.

Mr. LENROOT. That may be true of the higher positions, but is that true of the ordinary grade clerk?

Mr. UNDERWOOD. It is more true of the low position than it is of the high position.

Mr. LENROOT. Mr. President, from such investigation as I have been able to make, which accorded with the investigation made by the committee so

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far as the Bureau of War Risk Insurance is concerned, I have not been able to find any distinction between the employees of the War Risk Bureau and the employees of these other bureaus. It does seem to me that they all ought to be put upon an equality.

When the Senator says that the employees of these other bureaus are now receiving the benefit of the $120 increase, that is true; but so are the employees of the Bureau of War Risk Insurance now receiving the benefit of the $120 increase. If we are to give a further increase of $120, as this bill does, to the regular employees that it gives to employees of the War Risk Bureau, I cannot for the life of me see why the employees in these other bureaus should not be entitled to the same increase.

[The Senate then rejected the Sheppard amendment designed to place on the same footing as War Risk employees, employees of other bureaus and divisions created since January 1, 1916; and agreed to the committee amendment, carrying salary increase of $240 for employees in general and $120 for War Risk employees.]

ANOTHER "BORLAND AMENDMENT" VOTED DOWN IN SHORT ORDER

[Mr. THOMAS of Colorado offered an amendment in substance requiring of government employees not less than eight hours work per day.

Mr. THOMAS discussed his amendment as follows:]

Mr. President, just a word in regard to this amendment. A very substantial increase will be made to this bill for the compensation of employees, and the Senator having the bill in charge has told the Senate that an attempt has been made to equalize the compensation as far as the committee could do so. In connection with this increase, which in the aggregate is enormous, and in connection with the attempt to equalize the compensation, there should also be an effort to equalize the hours of employment.

It is the purpose of this amendment to place within the excepted classes those employees who do not at present serve the Government the usual number of hours generally prevailing—that is to say, eight hours.

[The Thomas amendment was rejected without further discussion.]

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Recent Decisions of the Comptroller

Below will be found abstracts of decisions recently made by the Comptroller of the Treasury which, it is believed, are of special interest to our readers.

Continuance of Appropriations, Department of Agriculture

The appropriation made by the joint resolutions providing for the continuance of necessary operations of the Department of Agriculture as they were carried on at the close of the fiscal year 1918 provides for an item in the former appropriation, if for a necessary operation, and is available during the period covered by said resolutions, regardless of whether or not specific appropriation is made in the later general appropriation act.—*Acting Comptroller Foree to the Secretary of Agriculture, December 2,* 1918.

Injured Employees' Compensation

The amount collected by the Employees' Compensation Commission from a third party because of the latter's liability for the death of a government employee may not be deposited in the compensation fund, but, after deducting the amount of any compensation already paid to the beneficiary as prescribed by the act of September 7, 1916, the remainder, if any, should be paid to said beneficiary.—*Acting Comptroller Force to the chairman United States Employees' Compensation Commission, December 3,* 1918.

Increase of Compensation of Civilian Employees

The increase of compensation allowed to employees of the War Department for Philippine service is not a special allowance because of service in a foreign country within the meaning of section 6 of the act of July 3, 1918.—*Acting Comptroller Foree to the Secretary of War, December* 5, 1918.

Leaves of Absence, Ordnance Department at Large

Civilian employees of the Ordnance Department at Large who are within the class of employees covered by the acts of August 29, 1916, and July 9, 1918, and who are granted leave without pay during their first service year may be allowed pay for such leave in lieu of leave with pay due them in the second service year.

Civilian employees of the Ordnance Department at Large who are within the class of employees covered by the acts of August 29, 1916, and July 9, 1918, and who continue in the performance of work throughout their first service year are entitled to be paid for the leave of absence earned during said year in addition to and at the rate of pay provided for the regular work of such employees.

Disbursing officers are not responsible for the correctness of statements of fact appearing on pay rolls of which they can have no knowledge but which are certified to by the proper administrative officers; they are, however, responsible for the correct application of laws and regulations to the statement of facts certified, and for the sufficiency of the facts stated.—*Acting Comptroller Foree to Capt. John M. Lee, disbursing officer, Ordnance Department, United States Army, December* 6, 1918.

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Compensation of Member of Selective Draft Board

The payment of additional compensation to employees of the District of Columbia serving as members of selective draft boards, which is based upon the number of men inducted and therefore in the nature of fees rather than salary, is not within the prohibition of the act of May 10, 1916, as amended.—*Acting Comptroller Foree to the Secretary of War, December* 12, 1918.

Compensation for Holidays

October 12 and November 11, 1918, not being holidays designated by law, government employees who were not excused from duty are not entitled to additional compensation for the work performed by them on such days.—*Acting Comptroller Foree to the Secretary of the Navy, December* 14, 1918.

I have your first indorsement of December 5, 1918, forwarding for decision a letter from the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, dated December 2, 1918, as follows:

"I have been requested by the secretary of our local union at the U. S. Navy Yard, Mare Island, California, to request a ruling from your department as to whether the two recent holidays—namely, October 12, Liberty Bond Day, and November 11, Victory Day—are considered by the department as being national holidays.

"This ruling is requested in the interest of the police force and other seven-day men employed in the navy yard aforesaid. I judge from the subject matter of my correspondent's letter that these employees have been denied extra compensation by the official in charge on the ground that the days aforesaid were not considered as national holidays."

The acts of January 6, 1885 (23 Stat., 516), February 23, 1887 (24 Stat., 644), and June 28, 1894 (28 Stat., 96), provide that certain employees of the Government shall be allowed holidays on "the first day of January, the twenty-second day of February, the fourth day of July, the twenty-fifth day of December, and such days as may be designated by the President as days for national thanksgiving, the day of the year which is celebrated as 'Decoration Day,' and the first Monday of September, known as Labor's Holiday," and receive the same pay as on other days.

"There is no law which provides that these employees of the Government shall be allowed holidays on October 12, Liberty Bond Day, and November 11, Victory Day," and receive the same pay as on other days.

"Employees of the Government who, owing to the nature of the duties required of them, could not be spared, and were not excused on October 12 and November 11, 1918, are entitled to one day's pay and no more. There is no law under which they are entitled to be paid any additional compensation for services rendered on those days. (77 MS. Comp. Dec., 1129, June 26, 1916.)

[The above decision seems to be of sufficient interest to warrant printing it in full.—EDITORS.]

Increase of Compensation of Civilian Employees

The provision of section 6 of the act of July 3, 1918, which requires the making of a certificate of eligibility to receive the increased compensation authorized by that section in the case of employees who "whether previously in the service or not" have entered the service since June 30, 1917, does not apply to the case of an employee who resigns from the service after

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receiving the increased compensation referred to and is subsequently reinstated; such reinstatement not being an entry into the service within the meaning of the law.—*Acting Comptroller Foree to the Secretary of Labor, December 26, 1918.*

Increase of Pay of Civilian Employees

Employees of the Indian Service receiving $400 or more per annum, who are employed for a given number of months only and who are authorized to receive the increased compensation provided by section 6 of the act of July 3, 1918, are entitled to such additional compensation at the rate of $10 per month for every month they are in a pay status; if their total annual compensation is less than $400, the additional compensation should be reduced accordingly.

A person employed temporarily to fill a position requiring service for less than twelve months is entitled to the increased compensation provided by section 6 of the act of July 3, 1918, at the same monthly rate as the permanent incumbent would receive.

Employees whose services are required for limited periods, although under permanent arrangement, are not within the provision of section 6 of the act of July 3, 1918, which denies the additional compensation provided thereunder to employees whose services are utilized for brief periods at intervals.—*Acting Comptroller Foree to the Secretary of the Interior, January 3, 1919.*

Repeated Travel of Contractor's Employees

Where under a cost-plus contract a contractor was to be reimbursed for the cost of transporting employees required in connection with the work but not for repeated travel of such employees, an amendment of said contract not requiring the performance of any additional service but authorizing reimbursement for repeated travel under certain circumstances is without consideration and ineffective to authorize reimbursement for that item.—*Assistant Comptroller Foree to the Secretary of the Navy, January 10, 1919.*

Allowance of Per Diem in Lieu of Subsistence

The omission of a statement of authorized per diem rates from estimates of annual appropriations does not operate to prevent heads of executive departments or other government establishments from prescribing per diem rates of allowance not exceeding $4 from appropriations under their control.—*Decision by Assistant Comptroller Foree, January 22, 1919.*

Per Diem in Lieu of Subsistence

Where an employee of the War Department was ordered to temporary duty for which a per diem rate of $4 in lieu of subsistence was allowed, there is no authority for the imposition of further conditions by a disbursing officer before making payment of a voucher covering such per diem.—*Assistant Comptroller Foree to Maj. C. E. Gray, Quartermaster Corps, United States Army, January 23, 1919.*

Reduced Cost of Living

The night watchman was explaining the advantages of his job:

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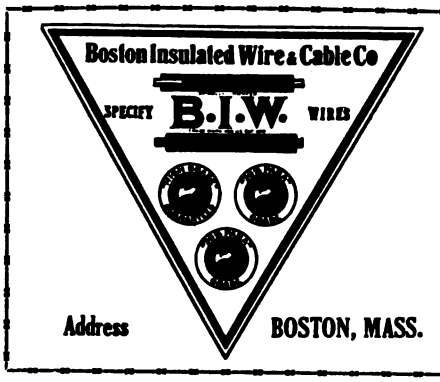

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National Federation of Federal Employees

(Affiliated to the American Federation of Labor)

ITS OBJECTS, METHODS, AND ORGANIZATION

The NATIONAL FEDERATION OF FEDERAL EMPLOYEES is an active organization of civilian workers in the government service, composed of representatives from virtually all branches except the postal service, the employees of which have organizations of their own.

The *Objects* of the FEDERATION are: To advance the social and economic welfare and education of the employees and to aid in the perfection of systems which will make for greater efficiency in the various services of the United States.

The *Methods* for attaining these objects are petitioning Congress, creating and fostering public sentiment favorable to proposed reforms, cooperating with government officials and other employees, securing the enactment of appropriate legislation, and other lawful means. Under no circumstances is the FEDERATION to engage in or support strikes against the United States Government.

The FEDERATION now comprises 120 local unions, located in nearly as many cities and towns throughout the United States, in Canada, and the Panama Canal Zone A list of these unions appears on pages 255 and 256. Additional unions are constantly being formed.

WHAT THE FEDERATION IS FIGHTING FOR

Adequate and proper salaries for the employees of the national civil service, including a minimum living wage.

Standardization and reclassification of the civil service, to the end that salaries and working conditions shall be fairly adjusted in the interest of the efficiency of the service and the well-being of the employees. *The creation recently of a Joint Commission on Reclassification of Salaries marks a decided step in this direction.*

Retirement of superannuated employees under a system which shall be equitable and beneficial to both the employees and the Government.

The right of civil service employees to adequate representation in connection with the regulation of the essential conditions of their employment, as salaries and wages, hours of labor, promotion and demotions, transfers, removals, and sanitation.

WHAT THE FEDERATION HAS ACCOMPLISHED

Although the formation of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES dates back only to September, 1917, and the present movement for the organization of civil service employees is but little older, much has already been accomplished—more than had been accomplished in this direction by federal employees without organization during many decades of helpless dependence on others.

More specifically, organization has been instrumental in bringing about, during the very brief period mentioned, these results, among others:

Substantial increases in salaries and wages. *For the fiscal year* 1920 *a general increase of* $240 *has been secured.*

Redress of many grievances of employees in various services of the Government.

The defeat of an attempt, both unnecessary and unjust, to fasten on employees of the Government a longer workday.

The arousing and marked development among federal employees of a spirit of self-reliance and cooperation, and of closer affiliation and sympathy with the great mass of the nation's wage-earners.

How Can I Help Our Magazine?

Members of our organization often say to the editors: "I am greatly interested in the magazine. What can I do to help?"

This is an admirable spirit, a spirit which, if translated into action, will go further than anything else toward making THE FEDERAL EMPLOYEE what we all wish it to be—OUR MAGAZINE, the magazine of each and every member of the N. F. F. E.

Members CAN DO MUCH toward this end. Among other things they can—

Contribute articles, letters, poems, and magazine and newspaper clippings on topics of general interest to our readers. Especially desirable are items regarding the personnel, doings, needs, and plans of our locals; suggestions as to improved methods of transacting government business, and means by which employees can increase their own efficiency; and letters discussing briefly and pointedly the various questions in which federal employees in general, as such, are most vitally interested.

Let the editors know often what features of the magazine they like or do not like, giving reasons for their preferences, and, if possible, constructive suggestions in the way of betterment.

Do not forget that suitable pictures add greatly to the attractiveness of the magazine.

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(Corrected to March 24, 1919.)

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OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES

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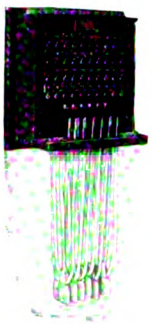

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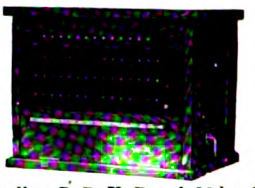

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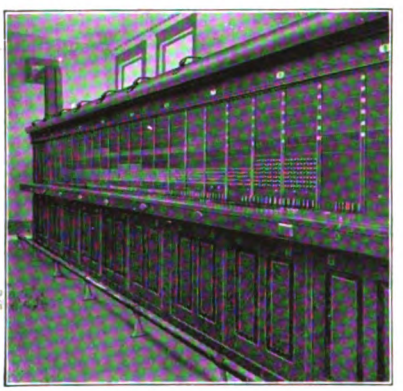

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A Magazine for Government Workers

VOLUME IV MAY, 1919 No. 5

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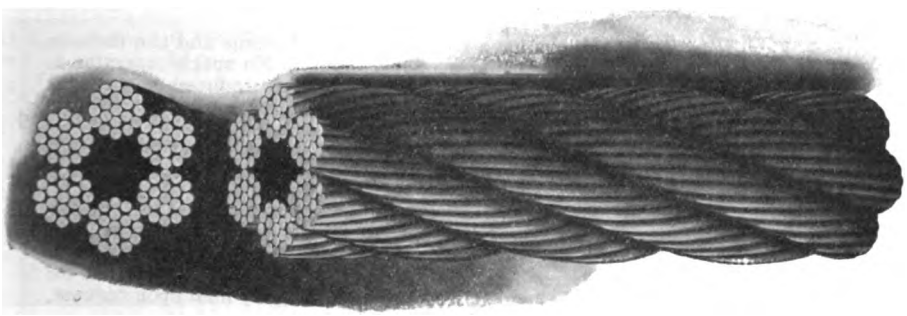

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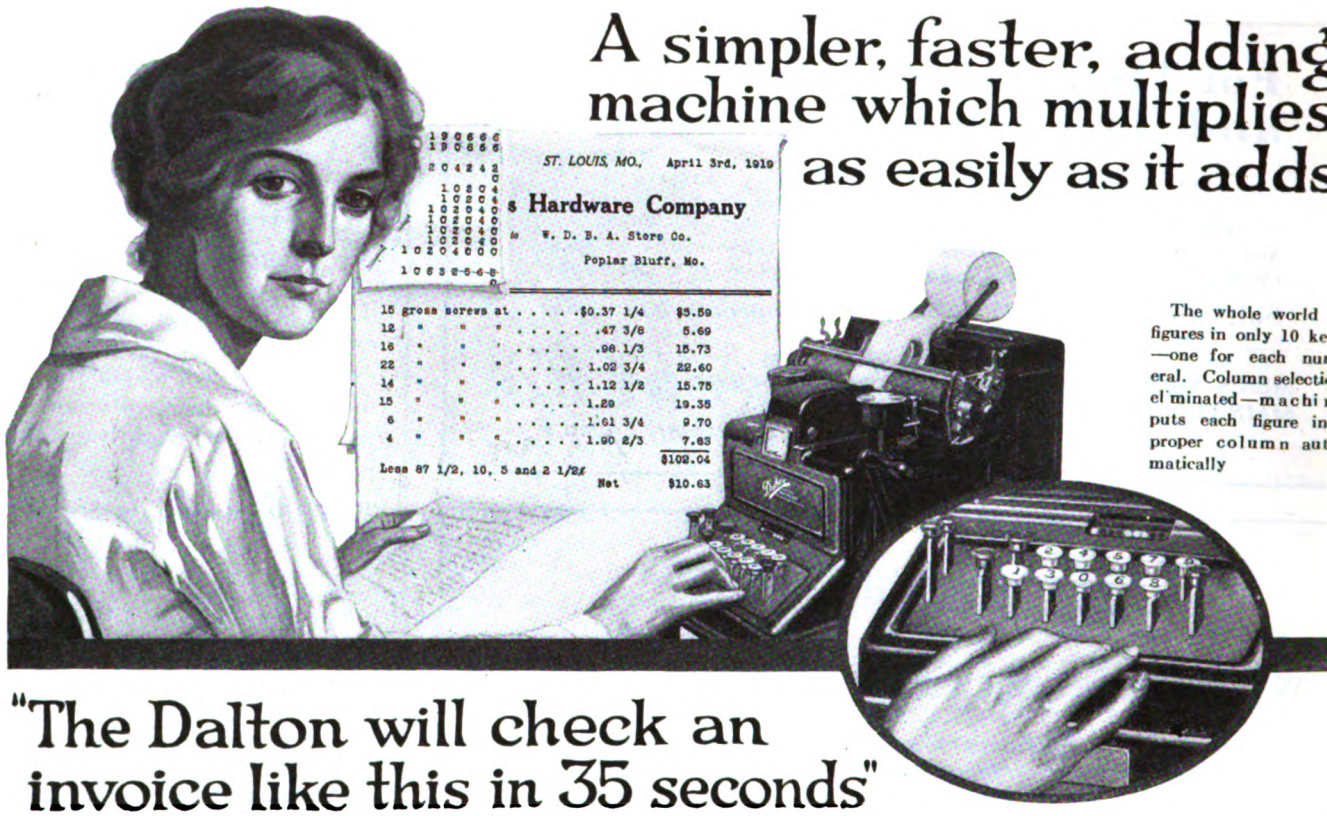

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THE FEDERAL EMPLOYEE

Vol. IV MAY, 1919 No. 5

National Federation News

The Joint Commission on Reclassification of Salaries makes an important move in recognizing the collective bargaining principle on the part of the employees. Departmental committees on reclassification are appointed, the employees' representatives thereon being designated by our National Federation. Temporary salary increases granted classified Navy Yard employees. New certification for $240 salary raise not required.

DURING the last month the chief event of moment to civilian federal employees, whether in the ranks of the organized or not, is the progress made under the Joint Commission on Reclassification of Salaries, of which Senator A. A. Jones of New Mexico is chairman, in the all-important task entrusted to that body. In our last issue Secretary Keating of the commission stated very clearly certain broad principles underlying the work of his colleagues and himself which he holds as fundamental, and in this month's pages will be found the views of Senator Charles B. Henderson of Nevada, vice-chairman of the commission, on the same general subject.

PROGRESSIVE ATTITUDE OF THE COMMISSION TOWARD EMPLOYEES

The progressive attitude of the commission, in line with the expressions just referred to and others coming from its members, is shown by the formal action recently taken in recognizing the collective bargaining principle in dealing with the employees, pursuant to which they are to have a voice in the reclassification of salaries in the Civil Service.

A committee of three is provided for in each department or independent establishment of the Government, including the Government of the District of Columbia, one member of the committee to represent the head of the department or establishment, one to represent the employees, and one to represent the commission.

The Joint Commission on Reclassification has decided that the representatives of the employees shall be selected by the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, and such representatives whose names appear in the list printed below have been designated by President Luther C. Steward of that organization. All these, with the exception of Brother Dawson of F. E. U. No. 89, are members of Washington Local No. 2. Dr. W. Carson Ryan, Jr., representing the employees of the Department of the Interior, and Brother John W. Ginder, representing those of the Treasury Department, are, it may be added, President and First Vice-President, respectively, of Local No. 2.

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(Members of Joint Commission designated by (*); departmental representatives in roman; employees' representatives in *italics*):

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LIBRARY OF CONGRESS.—*Henry S. Parsons.*

DISTRICT OF COLUMBIA.—*Hon. Courtney W. Hamlin; *Edward M. Dawson,* member of F. E. U. No. 89.

For the more detailed work, as the various bureaus are taken up for reclassification, subcommittees are to be formed, to be composed of representatives of the department (or independent establishment) heads and the employees.

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$120 AND $240 INCREASES GRANTED CLASSIFIED NAVY YARD EMPLOYEES

Effective April 1, "those members of the clerical, messenger and police force, including store men, store laborers, stock men and checkers, in the navy yard service, who have served six months, and who do not automatically receive the benefit of the $120 bonus" for the current fiscal year are to be allowed this increase from April 1 to June 30, 1919. Further, the same classes of employees will receive the benefit of the $240 salary increase "from July 1, 1919, until such time during the fiscal year ending June 30, 1920, as the rates of pay for such employees may be readjusted. These provisions will also apply to chief and supervising clerks, but will not apply to employees who are carried in ratings on the schedule of wages, supervisory mechanical employees, or draftsmen, whose compensation has been recently increased, nor to members of the various technical forces, as inquiry is now in progress as to a fair and just rate of pay for employees in technical ratings."

The announcement above set forth was made by Acting Secretary of the Navy Roosevelt under date of April 3, in a letter addressed to President Steward of our National Federation. "The department's action," it is explained, "is taken in view of the lack of funds under its appropriations, which prevents it from increasing the rates of pay for such employees, but the bonuses authorized by the acts approved July 3, 1918, and March 1, 1919, respectively, are paid from moneys in the Treasury not otherwise appropriated."

The Acting Secretary's communication, from which the foregoing excerpts are made, was in response to a letter addressed him on March 27 by President Steward stating that, with regard to "the wage scale of the classified employees in the various navy yards," no action had been taken by the Navy Department for their relief since the matter was placed before the department November 22 last, and pointing out that some temporary relief could be granted by allowing them the $120 increase this fiscal year and the $240 increase for the fiscal year 1920.

NEW CERTIFICATION FOR $240 INCREASE NOT TO BE REQUIRED

In a recent letter to the Secretary of Agriculture, the Comptroller of the Treasury rules that government employees who have already been certified as entitled to a temporary salary increase will not require new certification to entitle them to receive the $240 increase provided for the fiscal year 1920.

Executive Council of the National Federation Meets

MUCH BUSINESS of interest and importance to the membership of our organization was transacted by the Executive Council of the National Federative Council of the National Federation during the two-day session recently held at headquarters in Washwith the exception of Fifth Vice-President Nagl, who found it impossible to attend, were present, namely: President Luther C. Steward, Vice-Presidents Junker, Leonard, Etheridge, Griffith, Kinsell, and Wiegand, and Secretary-Treasurer Newmyer. National Organizer Roy E. Peabody and Organizer Gertrude M. McNally were also present.

The council agreed unanimously that President Steward should devote his entire time to the work of the organization, and satisfactory arrangements were made to that end.

Secretary Edward Keating of the Joint Commission on Reclassification of Salaries had a conference with the council with the view of establishing close cooperation in dealing with the great task which confronts the commission.

In pursuance of the instructions of the Chicago convention, the council took up the investigation of the feasibility of providing for our membership insurance of some kind—life, health or accident, or a combination of these. An expert from New York City explained at some length the several forms of insurance most desirable in such cases, stating that a saving in cost of probably 10 per cent (exclusive of dividends) over the individual commercial rate could be expected. All policies would be reinsured in one of the large standard companies. A novel feature would be monthly premium payments. Further, health insurance for women could be furnished on the same terms as for men, a condition which does not now exist. It is the intention of the council to continue the investigation.

The decision was reached that early action should be taken through the legislative committee for the purpose of securing the repeal of the legislation which prohibits interdepartmental transfers in the government service.

On motion of Miss Etheridge it was ordered that a minute be adopted as follows and be published in the next issue of THE FEDERAL EMPLOYEE:

Be it resolved, By the Executive Council that wherever legislation is introduced in state legislatures, and local organizations of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES are invited to participate in campaigns in its behalf, the president of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES be advised by such locals of the nature of the proposed legislation, in order that the general principles for which the N. F. F. E. stands may be consistently followed in all legislation to be supported by its locals.

The following delegates were selected to represent our National Federation at the convention of the American Federation of Labor to be held at Atlantic City beginning June 9: President Luther C. Steward, and Vice-Presidents Etheridge, Junker and Leonard. Alternates, Vice-Presidents Kinsell and Wiegand.

Miss Gertrude M. McNally was named a delegate on the part of the National Federation to the annual convention of the National Women's Trade Union League, which is to meet in Philadelphia June 2.

Vice-Presidents Junker, Wiegand, and Kinsell were appointed a committee to formulate as soon as possible a comprehensive plan for intensive organization of federal employees in all the states.

Miss Johnstone, field organizer of the National Civil Service Reform League, personally invited representatives of our National Federation to attend the state convention of the league, to be held in the near future in Philadelphia. President Steward stated that he had accepted an invitation to make a brief address on that occasion, an announcement which met with the approval of the council.

The Executive Council will meet again June 6 at national headquarters in Washington.

Report of Auditing Committee, N. F. F. E.

"The Committee on Audit, assisted by an accountant, has carefully examined the books of the National Federation of Federal Employees and finds that all expenditures for the period up to and including December 31, 1918, have been duly vouched for, and all bank checks covering said period examined and reconciled with the the bank account. The books indicate total revenue from all sources of $30,388.14; and total expenditures of $26,402.97."

The foregoing statement, under date of April 23, is signed by J. W. Ginder, of Washington Local No. 2, chairman of the Committee on Audit. The other members of the committee are Messrs. John Fitzgerald, of the New York City Union, and John B. Corken, of the Rock Island (Ill.) Local.

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In "Field" and Capital

Rapid and steady growth of our organization continues. Federal employees join hands across the Pacific with the formation of the first overseas local. Other items of interest and moment to our readers also appear below.

Prize Announcement

In our next issue announcement will be made of the decision of the committee awarding the prizes in connection with the several offers recently set forth in the columns of THE FEDERAL EMPLOYEE.

HAWAII JOINS THE MOVEMENT; SEVEN OTHER NEW UNIONS

A NOTEWORTHY incident in the development and broadening of our organization is furnished in the long leap across the Pacific to distant Hawaii, where a local has just been formed in the capital, Honolulu. The membership of this union (No. 127) is composed of civilian employees of the Naval Station at Pearl Harbor. There is every reason to believe that the membership will show considerable increase in the near future.

In addition to the Honolulu Local seven other unions have been created since the appearance of our last issue.

National Organizer Peabody has brought into line employees of the War Department, Custodian Force (Treasury Department), Bureau of Animal Industry (Department of Agriculture, and United States Employment Service (Department of Labor) at Wheeling, W. Va., and acting in cooperation with National Seventh Vice-President Wiegand, has formed a local at Annapolis, Md., the members of which are employees of the United States Naval Academy. These unions bear the numbers 121 and 123, respectively. Brother Peabody reports further that, following up preliminary work carried out from national headquarters and by First Vice-President Junker, a successful meeting was held in Albany, New York, recently, at which a number of employees representing several services, including United States Engineers (War Department), Bureau of Animal Industry and Weather Bureau (Department of Agriculture), Custodian Force (Treasury Department), and Steamboat Inspection and Coast and Geodetic Survey (Department of Commerce), were present. An application for a charter was freely signed, and as the result the New York State Capital is now the birthplace and home of Local No. 126. Following close on the heels of this action the efforts of the national organizer caused members of the Ordnance Bureau, War Department, at the United States Arsenal at Watervliet, New York, to join their brethren in the organizing movement as Local No. 128.

At Atlanta, Ga., a new local (No. 122), composed of employees under the jurisdiction of the Departments of War and Agriculture, has been added to the list through the efforts of Special Organizer H. H. Ford. A trip westward brings two more new unions within range—one at Del Rio, Texas (No. 124), the membership of which is drawn from several services: Customs and Public Health (Treasury Department), Immigration (Department of Labor), Weather Bureau (Department of Agriculture), and Department of Justice. The other western local is located at Ogden, Utah, where a number of the employees of the Forest Service have cast their lot with our national organization as Local No. 125. The unions at both Del Rio and Ogden were organized as the result of correspondence from headquarters in Washington.

EL PASO (TEXAS) LOCAL GIVES ANNIVERSARY BALL

"The anniversary ball of the Federal Employees Union held in Liberty Hall Saturday night, was attended by more than a thousand persons, says the *El Paso Morning Times* of April 8. "An eight-piece orchestra furnished music for dancing.

"Programs for the occasion were handsome souvenirs, which were embossed with the American flag in red and white, with the slogan, 'We are going to help put over the next Victory Loan.' A corps of decorators had spent much time in preparing the hall for the ball, and their work was a success.

"Hereafter the balls are to be annual affairs.

"The chairman of the general arrangements for the pleasant affair was the President of the Federal Employees Union, Clifford A. Perkins, who was also chairman of the Arrangements Committee; Robert L. Blades, Vice-President and member of Arrangements Committee; Henry M. Walker, Secretary-Treasurer and chairman of Publicity Committee; Mrs. Nora Dawson, Recording Secretary and member Arrangements Committee; C. J. Staheli, Sergeant-at-Arms and member of Hats and Wraps Committee; Harry Ellis, Trustee and chairman Committee on Decorations; George B. Slater, Trustee and member of Arrangements Committee; Joseph H. Meyers, Trustee and member of Advertising Committee."

MORE WORK FOR BROTHER WALKER OF EL PASO

Brother Henry M. Walker, secretary of the El Paso (Texas) Local, has been elected a delegate to the convention of the Texas State Federation of Labor, which is to meet at Beaumont May 19 to 23, and is going to do all he can to advance the interests of the cause of the federal employees at the gathering. Brother Walker is not new to "the game," having attended a number of these conventions, any more than he is a stranger to the art of securing helpful publicity, a field in which he has been most successful. The interests of the organized government workers at Beaumont will be in good hands.

PHILADELPHIA BRETHREN DELEGATES TO IMPORTANT SCIENTIFIC GATHERING

By the time this is read four active members of the Philadelphia Local—Brothers S. Tyson Kinsell, C. V. Mallet, and John D. Cloud, with Mrs. S. E. G. Oelhaf—will have doubtless added to laurels already won in other fields, by serving as delegates of our National Federation at the meeting of the American Academy of Political and Social Science, in Philadelphia, May 2 and 3. We shall look for a report from them at an early day which shall contain real enlightenment for the readers of THE FEDERAL EMPLOYEE.

FINE PROGRESS REPORTED BY THE CANAL ZONE LOCAL

A recent letter from Brother J. Wynne, who lets no grass grow around his feet while looking after the interests of Local No. 6 at Balboa Heights, Canal Zone, paints in a few strokes a telling picture of conditions there.

"We think that we have about 80

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per cent of the eligibles on the Isthmus in our local at the present time," says Brother Wynne, "and are going to make a determined effort to secure the other 20 per cent. I believe the Canal Zone is the most solidly organized locality within the jurisdiction of the United States, as it is thought that fully four-fifths of the employees are members of some labor organization.

Since the first meeting of F. E. U. No. 6, August 1, 1916, we have grown from "zero" to 981 members. In addition we organized the school teachers and transferred them to their own National a few months later; we organized also the telephone operators, who deserted us and joined the electrical workers, organizing their local with 100 per cent membership. The butchers have now formed their own local as have the longshoremen, so that the Federal Employees' Union is responsible for five distinct labor organizations, with a total membership of more than 1,100."

MUSKOGEE F. E. U. CLOSELY IDENTIFIED WITIH LOCAL ORGANIZED LABOR

The Muskogee (Okla.) Local (No. 47) is another of our unions that has set the laudable example of "close communion" with the ranks of organized labor in general. From the columns of *The Muskogee Advocate*, which has just made its appearance in the field of labor journalism, we extract the following well deserved references to two active workers in the F. E. U. ranks:

President Clarence M. Smith of the Muskogee Central Labor Union—

is a federal employee in the royalty division of the Indian Agency and has long taken an active part in all movements for the betterment of Muskogee and Oklahoma. Mr. Smith is also President of the Muskogee Local of the National Federation of Federal Employees and has been greatly instrumental in bringing that local up to a high standard of membership and efficiency.

Mr. Phil S. Dege, local organizer and business manager of *The Muskogee Advocate*, is one of the younger members of the organization and enjoys a reputation for honesty and energy second to none. He is a member of the Federation of Federal Employees and also assistant city auditor of Muskogee. Mr. Dege's efforts in behalf of organization are widespread and the future bids fair to see a number of new branches joining up.

The officers of the Central Labor Union are all well-known citizens of importance and standing in their various walks of life and have been indefatigable in their efforts in behalf of organized labor and of Muskogee, Okla., and this great and glorious America.

Ask the Boys

Those who speak of their sons or brothers coming through the war "without a scratch" forget about the cooties.—*Boston Transcript.*

S. TYSON KINSELL

Brother Kinsell Leaves Washington

The failure of Congress to provide for the continuation of the work of the United States Employment Service, and the inability of the President to allot from his special appropriation any additional funds, brought about many changes. Especially regrettable among these was the release of Sixth Vice-president S. Tyson Kinsell, who held the post of chief of the orders section and Assistant Director of the Control Division, to which he was appointed last October, and who has returned to the Customs Intelligence Bureau at the Port of Philadelphia, the work of which was in his charge at the time he was requisitioned by the Department of Labor for this war emergency work in the U. S. Employment Service.

Brother Kinsell was especially active in various phases of the work at national headquarters, to which he gave virtually all his time after closing his offices at the U. S. Employment Service. The Executive Council designated him acting president to serve in the absence of President Steward, next to whom he was also the ranking member of the legislative committee. His presence as well as his earnest work and counsel will be greatly missed by his colleagues and the staff in the offices of the National Federation.

Brother Kinsell, be it known, in addition to his experience as an executive, has made successful excursions into the field of poetry, as witness the pages of worthwhile magazines. Our readers will doubtless recall that on more than one occasion verses from his pen have appeared in the columns of THE FEDERAL EMPLOYEE.

We congratulate the Philadelphia Union and the Customs Service at that port on the return of Brother Kinsell to their midst, as they thus have with them again a tried friend and advocate.

Doings and Plans of Our Biggest Local

By W. CARSON RYAN, JR.

President of Washington Federal Employees Union No. 2

GAIN OF TEN THOUSAND MEMBERS SINCE JANUARY 1

Ten thousand new members between January 1 and April 15, with the figures still going up—that is the record of Local No. 2 of Washington. A live membership committee, encouragement from other workers in and out of Washington, recognition of the union in high places—all have contributed to the rapid strides in membership. With Chairman U. J. Biller of the Membership Committee on the job assisted by such workers as Archie E. Cole and a staff of representatives in every one of the larger government establishments, it has kept Treasurer Zahn busy counting application cards.

SPLENDID WORK DONE BY "THE FIELD" FULLY APPRECIATED

The meeting of the Executive Council at Washington headquarters made it possible for the officers of the Washington Locals to say something of how much they appreciated the work of the locals out in the states. Nobody in Washington has any illusions about this. We know how much we depend upon the brethren in the locals outside. One of our friends in an executive position describes the situation in a few words. He says: "Before the employees organized the average Congressman offered two reasons why Congress couldn't do anything for the employees—they couldn't get together, and the folks back home wouldn't stand it. The employees have answered both objections. The employees are united now, and the locals throughout the country are in a position to tell Congressmen that their constituencies favor a square deal for Uncle Sam's employees, whether in Washington or outside."

RECLASSIFICATION BRINGS BOTH OPPORTUNITY AND RESPONSIBILITY

Reclassification is giving the Washington employees a lot to think about and work for. Representatives of the Reclassification Commission are appearing at meetings of the union to explain the problems the commission has to face. Elsewhere in this issue the names of the employees' representatives on the departmental committees are given. Every union worker drafted for this work has been told by the union that he (or she) is expected to render a permanent service to the Government and to the employees.

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SERVICE CLUB IN WASHINGTON FOR GOVERNMENT EMPLOYEES

Sooner or later the service club idea for government employees will be put across—by the employees themselves. A committee of No. 2, with F. S. Moise as chairman, is working on the building proposition. Recreational needs are imperative in Washington. According to the local press, the Government Recreation League and the War Camp Community Service are not working in harmony to provide the essential facilities. At a conference held recently by representatives of both organizations, presided over by Chief Clerk Charles E. Stewart of the Department of Justice, the chairman said, speaking in behalf of the representatives of the Cabinet officers, that no official recognition could be given while a fight exists between the two organizations. He advised them, according to the *Washington Post*, "to put their claims before the Federal Employees Union."

COOPERATIVE BUYING A TOPIC OF LIVE INTEREST

Possibilities of cooperative buying are receiving more and more attention from members of the Washington Union. No. 2 is represented in the Central Labor Union Committee on this subject. At the April board meeting E. J. Ward described the existing opportunity for cooperative buying in the community centers in the Washington public schools. Mrs. Annie Riley Hale spoke on the subject of cooperative buying at the quarterly meeting of the Union April 18. Employees of the District of Columbia government have just opened a cooperative store. Some of the members of No. 2 are interested in the newly formed Association for the Advancement of Cooperative Enterprises, of which Arthur E. Holder is president. Help from other locals in this field will be appreciated. Cannot Chicago tell us something?

Meddlesome Philanthropy

A little girl was weeping bitterly in the street, greatly to the concern of sympathetic passers-by. At last a benevolent old gentleman approached the little maid, and, patting her on the shoulder, enquired what was the matter.

"I've lost a penny, sir," was the reply, given between sobs.

The old gentleman promptly thrust a hand into his pocket and brought out a penny, which he handed to the child.

"Oh, 'oo wicked ol' man; 'oo had it all the time!"

The Notable Drive in Local No. 2 and the Leader

MENTION HAS already been made in these pages of the recent large accessions to the membership of Washington Local No. 2. The credit for the remarkable showing which has been made is due more than to anyone else to Brother Ulrey J. Biller, the active and highly efficient chairman of the membership committee. Since he "got on the job" the committee has been in virtually continuous session. It took time to gather the necessary momentum, but the pace has been rapid since then. New members have been gathered into Local No. 2 as follows: November, 515; December, 372; January, 2,218; February, 5,291; March

ULREY J. BILLER

1,104; April (up to the 15th), 867; total, 10,367.

The greatest "drive" came in the latter part of January and throughout February, when the doors of the War Risk Bureau "blew open," owing to the fact that War Risk employees were denied the $240 emergency salary increase. As the result of the drive about 4,500 of these employees were taken into the union. "Campaigns" were conducted also in the Departments of Agriculture, Interior, Labor, and Justice, in all of which the membership was about doubled.

Brother Biller says it all depends upon getting a "live coal" in each place. "A live coal lights others, and if there is enough combustible material around, you soon have a conflagration."

Brother Biller entered the government service in September, 1889, as a clerk in the Adjutant General's Office, War Department. In September, 1893, he was transferred to the Special Examination Division of the Pension Bureau and is still in that service. After serving as a field examiner for more than twenty years in a number of cities he returned to the Pension Bureau in October, 1917, and was chosen Chief of the Review Section of the Field Service, which position he still holds.

Brother Biller's rise in the Washington Union has been rapid. In February, 1918, he was appointed collector; in April he was elected to the Board of Representatives; in August he became a member of the Committee on Elections, serving as acting chairman of that committee. Somewhat later he was chosen on the Rules Committee, and afterward on the Membership Committee, of which he was elected chairman. In January of this year he was elected president of the Interior Department Branch.

Country Hikes for Washingtonians

Here is an opportunity with which THE FEDERAL EMPLOYEE is glad to acquaint its Washington readers to whom fresh air and the out-of-doors life make an appeal. Many persons on coming into a new environment like to explore the picturesque spots and enjoy an occasional picnic or some such outing, but have no one to act as guide or do not desire to go alone.

The Red Triangle Outing Club of the Y. M. C. A. takes care of this. The schedule following for the May dates named is well worth taking advantage of. In addition there is to be a special evening outing to the Y. W. C. A. Vacation Lodge at Cherrydale, Virginia, the details of which are not yet available. Further information may be secured, however, by writing to the Trail Leader, Red Triangle Outing Club, Y. M. C. A.

All hikes unless otherwise specified are for about five miles. Meet at the Y. M. C. A., 1736 G Street, N. W., at 2 p. m., or as mentioned below:

May 18. Bring lunch. Buy round-trip ticket to Great Falls. Prospect Hill Station to Potomac, then up river to Black Pond and Yellow Pool. A trip of exploration. Meet at 36th and M, N. W., 2.40 p. m.

May 25. Jewell to Viresco via Miner Hill. Meet 36th and M, N. W., 2.40 p. m. Buy ticket to Jewell on Great Falls car line.

May 30. *Memorial Day.* All day outing. Bring lunch. Meet at M and Wisconsin Avenue, N. W., 9.15 a. m. Take 9.30 Rockville car. Start at Rockville Railroad Station for ten-mile hike to Dense Woods and along headwaters of Rock Creek, stopping en route for campfire and lunch.

There is nearly as much ability requisite to know how to make use of good advice as to know how to act for one's self.—*De la Rochefoucault.*

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Farms for Returning Soldiers

A comprehensive plan to provide for our "boys" coming back from "Over There" adequately equipped farm homes on long-time payments. The Government will provide also practical instruction for those who may need it. The results which may be expected from this back-to-the-land movement, based on experience with similar movements, are set forth. In the mind of the author, "the biggest thing" about the plan "is the fact that we are making home-owners."

Written for THE FEDERAL EMPLOYEE

By Hon. FRANKLIN K. LANE, *Secretary of the Interior*

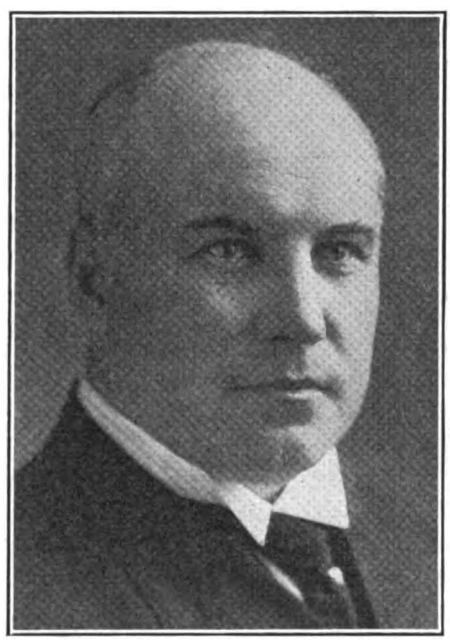
THE READERS of THE FEDERAL EMPLOYEE are perhaps more or less familiar with the plan which has been advocated for the last year providing for the reclamation of some of our unused and unproductive land by utilizing the labor of our returned soldiers, sailors, and marines in the construction of so-called soldier settlements, where many of these same men can later take up farm homes of their own. This plan was presented to Congress at the last session in the form of bills, which were favorably reported to the House and Senate, but which unfortunately did not come to a vote because of the congestion of business in the closing hours of the session.

MUCH UNUSED LAND AVAILABLE FOR SOLDIER SETTLEMENTS

Our homestead land is practically exhausted. It is true that there are still some millions of acres of public land ostensibly available for entry, but most of this is valueless. As I stated in my testimony before the House Committee on Appropriations, "the larger part of it is at the top of the Rocky Mountains." But fortunately we are not limited to these mountain-tops for soldier settlements.

There are in the West large areas of arid land which can be made available for agriculture by the utilization of the available water supply through the construction of storage and diversion dams and of the necessary canals and laterals. Similarly, in the East and South are vast tracts of cut-over timber land and swamp land which can be made equally valuable as a part of our agricultural resources by clearing off the stumps and brush and by drainage.

Although these tracts of at present unused and unproductive land comprise in the aggregate many millions of acres, only a comparatively small portion is actually susceptible of reclamation under existing economic conditions. Much of the cut-over land, for example, would be of more value to the nation if allowed to grow up again to timber; large areas are unsuitable for agriculture because of the character of the soil; in the arid region the cost of making the water available for irrigation would, in many instances, prove prohibitive, at least under present conditions. Even with these deductions, however, there is enough unused land to furnish work and homes for a very considerable number of American citizens.



HON. FRANKLIN K. LANE

THE OPPORTUNITY OFFERED BY THE SOLDIER-SETTLEMENT PLAN

The plan which was presented to Congress, and which will be presented again at the special session, is to give our returning soldiers, sailors, and marines the opportunity to reclaim some of this unused land. This will afford them work at the time when they need work and when the problem of unemployment is becoming a more and more serious factor, and will bring under cultivation land which will produce food supplies sorely needed not only by our own people but by the nations of Europe.

Let us see for a moment what we hope may be accomplished if Congress acts favorably on this soldier-settlement plan. One of the bills for this work introduced at the recent session carried an appropriation of $100,000,000. Using this sum as a basis, it is estimated that it would be possible to construct soldier-settlement projects containing 25,000 farms, or, roughly, 1,500,000 acres of land. In other words, we would provide work for possibly 50,000 to 75,000 men, furnish farm houses to 25,000 of them, and increase the acreage of improved land in the United States by about three-tenths of 1 per cent.

The biggest thing to my mind is the fact that we are making home owners—one of the most potent forces that can be imagined in maintaining the stability of a nation—men who own their homes, who have a stake in the land.

HOW THE PROJECTED FARM HOMES WILL BE PAID FOR

Some of you perhaps have heard it said that these farms will be given to the soldiers by the Government—that after these soldiers have reclaimed the land, laid out the farms, built the houses and barns, constructed roads, and brought these proposed community settlements into being, they will be given farm homes free of further cost. I am sure this notion would not appeal to these men themselves. They do not want charity; they believe, as all right-thinking men and women do, that what a man works for and pays for he appreciates and values far more than something he gets for nothing. And so these men will not only work to build these soldier settlements, but they will also pay for their farms.

Payment, however, will be made readily possible, if not easy. While these men are employed in the construction of these projects, they will be

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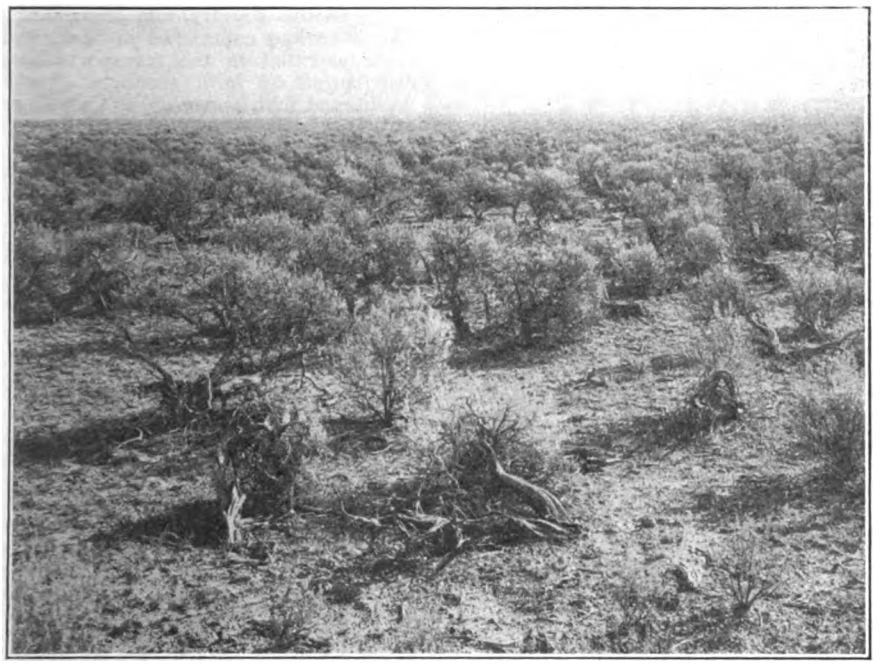


THE YAKIMA DESERT PROJECT

paid by the Government. From these wages a man possessing the qualities of thrift, energy, and the determination to get along, who is looking ahead to his future, will be able to save enough to make his first small payment on the cost of the farm. The balance he will be asked to pay in similar small installments spread over a period of forty years.

PROJECTED FARM HOMES TO BE FULLY EQUIPPED

Experience in other countries has shown that long-time payments of this character are essential if the maximum percentage of success is to be attained. The first years of a pioneer farmer are always hard. Under the prevailing system of short-time loans such a man is harassed with a burden of debt from the beginning, and he frequently never gets far enough ahead to pay out. Often his capital is exhausted before he is able to get in his first crop. But under the proposed soldier-settlement plan this will be changed. In the first place, these farms will be practically going concerns before the men are allowed to take them up. Each farm will contain a house, a barn, and other necessary outbuildings; fences will be erected, and roads built; the land will be leveled, plowed, and cultivated, and perhaps even the first crop will be put in. From these farms good roads will lead to a central town site, where, under the supervision of the Government, will have been erected a public school, a church, and a town hall. And not until all this has been accomplished will these men, who have been picked out by a process of selection on the basis of their possession of qualities essential to agricultural success, be permitted to take up their future homes.

GOVERNMENT TO PROVIDE INSTRUCTION FOR THE NEW FARMERS

Nor will the guiding hand of the Government leave them here. Many of the men who have been selected as future farm-owners will have had little experience in farming. They must be instructed in those methods which will bring the best results. Some of this instruction will already have been furnished them during the time they were at work constructing these settlements, for it is intended to utilize the services of the State Agricultural Colleges in providing elemental instruction in the rudiments of agriculture while construction is still in progress. In addition, each community settlement will be furnished with a practical agricultural agent, whose time will be devoted to demonstrating to these newly fledged farmers how best to accomplish the results they are seeking.

FORECAST, FROM EXPERIENCE, OF RESULTS OF PROPOSED PLAN

Another feature of the plan which it is expected will be developed is the construction of so-called laborers' allotments, comprising one or two-acre plots of ground set aside for the use of men who wish to work for wages. This provision for such men was carried out for the first time in the history of American land development at the Durham colony in California where these allotments have proved one of the attractive features of this successful colony.

This mention of the Durham colony leads me to state that this proposed soldier-settlement plan is not new or untried, as many have thought. In fact, Europe and Australia have inaugurated similar settlements in past years with the greatest success, and our own colony at Durham is a shining example of a similar group settlement on a small scale. Perhaps I can do no better than to quote from a recent report of the Land Settlement Board of California as indicating exactly what the Federal Government may be expected to accomplish through soldier-settlement legislation, namely:

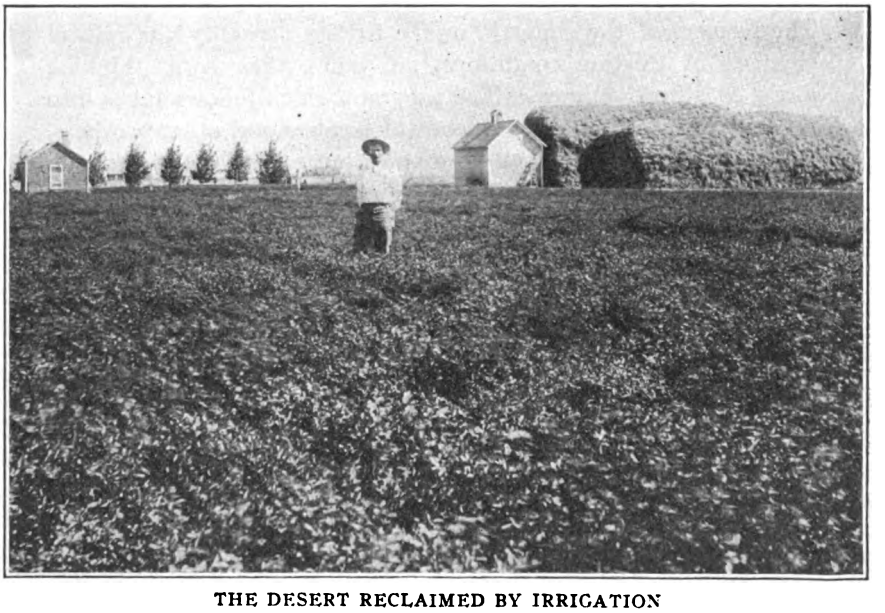
Lessen the expense of subdivision and settlement of large estates.

Provide the money or credit needed to improve and equip farms; and to furnish land to settlers in small tracts at wholesale prices.

Reduce the cost of farm buildings and other permanent improvements by the purchase of material at wholesale and for cash.

Give beginners practical advice about farming operations, and thus prevent costly mistakes and the waste of money and time.

Make farming more profitable and attrac-



THE DESERT RECLAIMED BY IRRIGATION

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CUT-OVER LAND

Showing the result of wasteful methods of lumbering

tive by the creation of cooperation organizations and thus bring neighborhoods into closer social and business relations.

Create better living conditions for farm laborers and their families.

To these I would add what I stated in my last annual report, that the construction of these soldier settlements will solve or tend largely to solve several problems:

That of the immediate job for the man himself.

That of helping protect the labor market against any possible collapse by being swamped with a surplus of labor.

That of providing for many lines of reestablished industry an immediate demand for their products.

That of staying the movement toward the cities, and thus more completely decentralizing our population.

That of affixing to our soil a large number of the best-proved Americans.

That of setting up throughout the land the most modern pattern of farm settlement, in which the social side of human nature is given consideration.

That of bringing into use those great areas of our land which now lie neglected and of no value to the world.

There can be no surer insurance for the nation than to put its men upon the soil.

The American Farmer and Reconstruction

The farmers of the country, awake to the necessity for radical changes in existing conditions, are doing their own thinking along constructive lines. The program which follows takes into account the close interdependence of farmers and other workers, as such, and consumers, and proposes measures for the common betterment.

WITH "reconstruction" the burning question of the hour, and with almost every other great division of human society advancing a policy and program, it was not to be expected that the farmers of the country would prove the exception. Such, in any event, is not the case. Indeed, the question now is whether certain of our farm organizations have not proposed a more fundamental, far-reaching plan of reconstruction than that advocated by any other great division of our population.

OUTLINE OF PROGRAM OF "FARMERS' NATIONAL CONFERENCE"

The following are some of the main features of the program of the "Farmers' National Conference," composed of representatives of state granges, state farmers' unions, the Ancient order of Gleaners, the National Nonpartisan League, and other organizations of farmers:

DEMOBILIZATION, VOCATIONAL TRAINING, PUBLIC IMPROVEMENTS

In view of the world's shortage of food stuffs, men in the army and navy training camps in this country, and soldiers abroad who have had experience in farming, and those essential to the transportation and distribution of farm products, should be discharged first, and provision made to secure them employment in agriculture at the earliest possible moment. Men not experienced in farming but who wish to farm should be encouraged to do so by the adoption of a system similar to that which has proven so successful in the settlement of soldiers in the Province of Ontario through the provision of training for agriculture, with adequate payment during such period.

Men in the army and navy who do not wish to enter in schools established for that purpose should be given vocational training until such time as they can be absorbed by the peace industries of the country. Men in the service overseas should be similarly trained and discharged by industries, as industrial opportunity develops.

Federal, State and local governments should also immediately plan construction of public improvements in order of urgency, so that when due to industrial or economic crises any large number of men or women are unemployed they may find work at fair rates on governmental undertakings. Extension of railroads, reclamation work, reforestation, and land clearing and preparation, the development of highways, waterways, and other public works should be similarly planned.

CHANGES NEEDED FOR BENEFIT OF FARMER AND CONSUMER

Among the essentials to place farming on a sound basis are the following:

The establishment of a sound and economical method of marketing farm products. Thousands of unnecessary middlemen intervene between the producers and the consumers of farm products. These must be eliminated, and direct, free and open channels established—either through cooperation or direct government operation—all the way through, from farm producer to ultimate consumer. Municipal slaughter houses, warehouses, and cold and common storage warehouses must be established in large centers of consumption, while centralized wholesale and retailing plants must be established under municipal ownership or control.

The present unrestrained system of land tenure must be terminated. Vast holdings of productive fertile lands in a single ownership is detrimental to all legitimate agricultural interests. Tenant farming should be replaced by the more responsible system of cultivation by owners. Taxation should be used as a remedy to force into productivity idle acres held for speculation.

Terminal elevators should be either controlled in the interest of public service or should be subject to direct public ownership and operation.

LABOR SHOULD BE THE FIXED CHARGE ON ALL INDUSTRY

The principle must be fully established and universally recognized that labor is the first fixed charge upon all industry, taking precedence of the claims of property and investment in business and commerce. This is essential to securing the well-being of our people, and the industrial and economic democracy for which our men have striven. Living wages to those engaged in industry, commerce, trade, mining, railroading, and in all other legitimate activities, are a direct benefit to farmers because they increase the purchasing power of those so engaged, and not only increase the efficiency of these

(*Continued on page 271*)

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The Work of Reclassification

A plain, frank statement of the great task which confronts the Joint Committee on Reclassification of Salaries, and of its progressive attitude and plans. A mere living wage is not sufficient. Success depends on hearty cooperation between the Commission and the employees. The results must be fair to both the Government and the employees, so that this reclassification may become the foundation for the reclassification not only of the entire federal service but of private concerns as well.

By HON. CHARLES B. HENDERSON
Vice-chairman of Joint Commission on Reclassification of Salaries

[*An address delivered before the employees of the Department of the Interior in Washington, D. C., April 16, 1919*]

FRIENDS, I am very glad indeed to have this opportunity to appear here this evening to speak to you for a few minutes on the work of the Joint Commission on Reclassification.

THE WORK WHICH LIES AHEAD AND HOW TO GET RESULTS

This Commission has been in existence only about six weeks. Our plans have not yet been fully consummated, but we want to get down to work as soon as possible, in order to complete the work by January, 1920. The Commission wants this work done in such a manner that it may be the foundation stone on which other reclassifications can be made, not only in the Government, but also in private concerns throughout the United States. We want your hearty cooperation, and we assure you that you will have at all times the confidence and full cooperation of the Commission. Together, I believe that we can make a success of this, but if we are not together, I am afraid the task will be too big for any one individual or one commission to succeed in it.

I never realized what this reclassification means until within the last few weeks. In the last four days we have had unfolded before us plans of men who have made this their life work. I have read of reclassifications of salaries in various countries, but just how fair and scientific they are I do not know, but *we* want to make it fair and just, not only to the Government but to the Government's employees in the District of Columbia. Let us treat them both in a way that shall be perfectly fair and square, and I am sure that success will crown our efforts. Then we can help our brothers outside the District because then they can have something on which to work when the time comes for their reclassification.

MORE THAN MERE LIVING WAGES ESSENTIAL TO EFFICIENCY

I have read of the "living wage" and wondered what it meant. No one is satisfied with merely a living wage; if you cannot get more your hope is gone. No business concerns in the United States or any other country can live if they do not make a profit. They might be satisfied to break even at first if they could see that in the future they could build up a successful business; and a young man or woman in entering the government service may be satisfied with a living wage to begin with, but there must be a minimum and a maximum wage for each grade in order that there may be hope for the future. What would we have done throughout this war had we had no hope for the future?

INTEREST, FAIR DEALING, AND COOPERATION THE BIG FACTORS

The fact that you came out on so rainy a night shows that you are interested; if you were not interested in this subject, I should say that you were not interested in your work. It means a great deal to you to see that this Commission does its work right. Some in this room doubtless have been in the government service twenty or twenty-five years or even longer, and having spent that length of time in the service, what would you turn to on the outside? And is it your wish that when you go out of the service you have nothing for your family? So we must look to the future, to the good of the working people as well as to the good of the Government. We want you to know what we are doing and are ready at all times to receive suggestions and advice along any line that may suggest itself to you.

THE PRESENT WORKING PLAN OF THE COMMISSION OUTLINED

The plan that we have been considering is the one which was presented to you, and upon which you took action. I believe that there has been an election in the Interior Department and that Dr. W. Carson Ryan has been elected to represent the employees and Mr. Ayers has been chosen to represent the department. A member of the Commission will be selected soon to act with those gentlemen. After considering the matter from all its various angles, it seemed to us that it would be advisable to go still further and add subcommittees to represent bureaus or branches within the various departments. Take for instance the Bureau of Mines: now there are some of you working in the Department of the Interior who are not familiar with the work of the Bureau of Mines, and so all the way along the line. Why not, under this head committee, have a committee in the Bureau of Mines, and let the head of that bureau appoint some one to represent that bureau, and let the employees within the bureau elect some one to represent them? Now when it comes to examining the questionnaire, those employed in that bureau are familiar with its work and can help ascertain whether that questionnaire has been properly filled out. And so in other offices; in other words, every bureau in the Department of the Interior would have its own committee, which would be familiar with the work of that special department or bureau; and, in turn, they could have subcommittees for the various branches, etc. So you would always have some one in your bureau on that committee who knows the work of that office.

Now it is just as much your duty to see that those questionnaires are properly filled out as it is the duty of the Joint Commission. You want to put before the Commission the absolute facts as they exist; you want to present to us, so that we may have

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it in workable order, the particular service that the employees render in each bureau of a department.

We have not a great deal of time in which to do this work. It is a tremendous task to reclassify the salaries of the employees within this District, and the first thing that we must do is to see what service is rendered in order to arrive at a correct wage for that service. In other words, if a man came into your office and asked for a position at a certain salary, you must know what service that person is going to render to receive that salary. Now I understand that there has been discrimination in some of the departments in this city. What we want, so far as possible, is to correct such things as this. Here is a young man, we will say, who applies for a position. He is put into a certain grade. Now there should be several salaries within that grade, and after a certain length of time that man should receive an increase in salary; he is entitled to it if he does his work conscientiously and efficiently. What we want is efficient work, and I think we shall get it through this reclassification if we make it along the right lines. That young man knows there is an increase in salary ahead—not a promotion, because he remains in the same grade, but there should be a number of increases in salary within that grade. If, when he reaches the top of that grade, there is chance for promotion, he should go on into the next grade, and there should be the same stepping-stones to the top of that grade and chance for still further promotion, depending always of course on the character of the services rendered. There is under such conditions some hope for the future for government employees. They know that they are going to receive that additional salary and promotion to the next grade if they do their work as it should be done.

Now we want to correct the inequalities and injustices in all or any of the government departments in Washington. We want to give everyone that opportunity that we have all looked forward to. Now the Commission hopes—I am not stating exactly what the Commission will do, but what is in my mind as to how the matter will probably work out, although we have reached a decision so far only as to representation—the Commission hopes to get the questionnaire in shape the first thing. When the representatives have all been selected, then the Commission hopes that as soon as possible thereafter we can get all the representatives together and hold a school for a number of days after office hours, instructing these representatives how to do the work on the questionnaires. Then the representatives who have attended this school can instruct others how to fill out the questionnaires. This will be an important part of our program. If they are not properly filled out, it will be impossible for the Commission to arrive at a just and fair classification. You can see the necessity of having these questionnaires filled out properly so that we may know what your duties are—whether administrative, executive, clerical, or otherwise—the number of hours you work, and so on. Then the Commission can get down to work, and with the assistance that the representatives of the several departments can render we can get the work in shape so that we can tell what classifications can be made.

We shall hold hearings from time to time, so that those who wish may be heard, but if we were to start by holding hearings from the beginning, it would render our work interminable.

With your help and assistance, I firmly believe that we shall make a success of this reclassification, to the satisfaction of both the Government and the employees. Remember that this Commission must report to the Congress, and it will be up to the Congress to enact such laws as will carry our work into effect. With the assistance of all of you we shall accomplish something for humanity and for the future.

Statistics for Federal Civil Service for Fiscal Year 1918

The figures which follow are now available for the first time. These possess special significance and value owing to the abnormal conditions of the government service due to the war.

WRITING in the April number of *Good Government,* Albert Smith Faught notes that "for the first time in many years the current report of the United States Civil Service Commission omits the official statistics which normally appear and reveal to the curious public the extent to which the competitive civil service system is being applied in the various branches of the government service. Official statistics, it seems, have not yet been collected for the year just past [the fiscal year 1918]."

The figures which follow have been furnished through the courtesy of the Secretary of the Commission, Mr. John T. Doyle, who states that the information "has been compiled from various sources, part of which are official and others mere estimates and information obtained by telephone. While it may be far from accurate, it is the nearest approximation that can be made without exhaustive inquiry."

"It is apparent at once that the competitive principle still has many broad fields to conquer in the realm of the Federal Civil Service. On June 30, 1918, not only were there over fifty thousand postoffice employees who did not hold competitive positions in the classified service, but there were large permanent groups of federal employees who did not hold such positions. Among these may be mentioned employees of the Senate, of the House of Representatives, of the Library of Congress, of the Bureau of Engraving and Printing, and also the employees of the District of Columbia."

The number of civil employees of the Government on June 30, 1918, may be grouped as follows:

"GROUP ONE (Over 10,000)		"GROUP TWO (1,000 to 10,000)		"GROUP THREE (Under 1,000)	
Postoffice	**232,071**	Labor	**9,532**	House Employees.	*935
War	191,647	Justice	**6,132**	Senate Employees.	***750**
Navy	100,441	Govt. Print. Off...	**4,950**	State Dept.	735
Treasury	**48,611**	Ship. Board	**4,263**	Civil Serv. Com...	723
Agriculture	**25,293**	Food Admin.	*3.336	Fed. Trade Com..	689
Interior	**21,218**	Fuel Admin.	***3,045**	Alien Prop. Cus..	536
Commerce	**10,219**	Panama Canal....	2,874	Com. Pub. Inf....	***500**
		War Tr. Bd.	**2,292**	Lib. of Cong.	***416**
		Interstate C. C....	2,175	Smiths'n Inst....	408
				Supt. of Census..	***322**

"Agencies with less than 300 employees are omitted. Roman numbers indicate agencies with three-fourths of the employees holding competitive positions. **Bold face** indicates with **less** than three-fourths of the employees holding competitive positions. The asterisk (*) indicates agencies **wholly** excepted or not placed under the competitive system."

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Appended is the information, in condensed form, above referred to as having been furnished by Secretary Doyle:

[*Unofficial and approximate data federal service, July 1, 1918.*]

DEPARTMENTS AND OFFICES IN THE CLASSIFIED SERVICE

	Washington		Field	
	Above grade of laborer	Laborer	Above grade of laborer	Laborer
State	699	36	.....	.....
Treasury	22,688	1,139	19,672	5,112
War	15,119	599	145,587	30,342
Postoffice	1,694	184	*229,422	807
Navy	2,168	87	83,765	14,921
Interior	4,578	592	10,118	5,930
Agriculture	5,520	368	18,578	773
Justice	392	38	5,300	100
Commerce	2,106	384	3,521	4 208
Labor	955	53	3,413	111
Federal Trade Com	672	14	3	.....
The Panama Canal	99	7	2,768	12,896
Alien Prop. Cust	444	34	48	10
War Trade Board	1,746	136	410	.....
Govt. Printing Office	2,732	2,218	.....	.....
Smithsonian Inst	270	118	.....	.....
Fed. Bd. for Voc. Train	52	7	16	.....
U. S. Tariff Com	75	9	.....	.....
U. S. Civ. Serv. Com	653	9	61	.....
Interstate Com. Com	694	57	1.291	133
U. S. Bur. Efficiency	37	2	.....	.....
U. S. Shipping Board	1,165	100	.....	.....
U. S. Emp. Compen. Com	52	.....	6	.....
Miscellaneous	62	.....	5	1
Totals	64,772	6,191	523.984	75,344

* 168,000 are competitive.

OFFICES EXCEPTED FROM EXAMINATION BY LEGISLATION

Fed. Farm Loan Bd	54	6	16	.....
Capital Issues Com	12	.....	.....	.....
Internat. Joint Com	5	.....	.....	.....
Totals	71	6	16	.....

OFFICES EXCEPTED FROM EXAMINATION BY EXECUTIVE ORDER

War Industries Board	679	15	.....	.....
Food Administration	1,136	200	2,000	.....
Fuel Administration	645	500	1,900	.....
Employment Service	500	.....	4,500	.....
Council Nat. Defense	150	30	.....	.....
Com. on Public Inf	494	6	Volunteer	.....
Totals	3,604	751	8,400	.....

OTHER OFFICES NOT CLASSIFIED

Smithsonian Inst	20	.....	.....	.....
Fed Reserve Board	110	14	110	.....
U. S. Railroad Admin	1,176	20	.....	.....
Soldiers' Home	175	20	.....	.....
Consular Service	.....	.....	1,452	520
Diplomatic Service	.....	.....	470	.....
Senate	750	.....	.....	.....
House of Representatives	935	.....	.....	.....
Supt. of Capitol	222	100	.....	.....
Library of Congress	416	.....	.....	.....
Supt. Library Bldg. and Grds	57	84	.....	.....
Totals	3,861	238	2,032	520

No New Certification for $240 Salary Increase

THAT GOVERNMENT employees who are now enjoying the benefit of the temporary $120 salary increase by reason of having been certified by the head of the department or other establishment in which they are employed as being entitled thereto will not require further certification in order to receive the $240 increase for the fiscal year 1920 is the substance of a communication addressed to the Secretary of Agriculture, under date of April 5, by Comptroller of the Treasury W. W. Warwick. This decision is, it is needless to say, of great importance to a large number of federal employees, whom it relieves of no little uncertainty as to their pay status under recent legislation.

Discussing the question whether a certificate made under the Legislative Appropriation Act for 1919 "is sufficient to entitle the employee so certified to the additional compensation at the rate of $240 per annum provided by section 7 of the act of March 1, 1919" (Legislative Appropriation Act for 1920), the Comptroller says:

The certificates made in conformity with the proviso in section 6 of the act of July 3, 1918, set forth a certain state of facts in regard to the employees certified. The passing of a certain date does not of itself operate to change the facts as set forth. In cases where there has been no change in the status of the employees certified and where the facts as to the ability and qualifications personal to such employees have not changed I see no necessity for a new certificate. It is true that the additional compensation at the rate of $120 per annum will terminate on June 30, 1919. The appropriations for salaries for the fiscal year 1919 will also terminate on the same date. But the latter fact does not make it necessary to issue new appointments for employees who continue to hold the same positions.

You are advised that a new certificate is not required where there has been no change in the facts as to the ability and qualifications of the employee certified and where the employee has not received an increase of salary in excess of $200 per annum since the date of the certificate made during the fiscal year 1919.

THE VICTORY LIBERTY LOAN IS OVER

BUT W. S. S. ARE STILL HERE

HELP THE GOVERNMENT AND

KEEP UP THE GOOD WORK

GET THE THRIFT HABIT

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Reclassification of the Service

The author of this contribution has had for more than a quarter of a century an opportunity given to but few to observe and study closely from within the working of the vast and intricate machine which we term the Government. The results of this intensive observation and study as applied to the upbuilding of the public service and the welfare of its civilian employees are crystalized in the following article.

By JOHN T. DOYLE

Secretary of the United States Civil Service Commission

THE CREATION of a Joint Commission of Senators and Representatives to report upon a reclassification of salaries holds out hope for remedying the unequal remuneration of employees and giving them reasonable certainty of advancement upon merit. It is, however, not merely a measure to do justice to employees, but a vital means of securing economy and efficiency in the public service.

SYSTEMATIC ORGANIZATION OF GOVERNMENT SERVICE LONG NEEDED

When the Civil Service Act was passed, in 1883, the need of a systematic and coherent organization of the service was apparent, since the various parts had grown under differing systems. It was foreseen that the service could not be put upon a firm foundation until a classification upon a uniform basis was effected. Accordingly bills were introduced in both the House and the Senate to establish a commission to investigate and report a gradation of salaries on the basis of duties and a uniform practice as to leaves of absence. It was stated in a preamble to one of these bills that great inequalities had arisen in salaries, due in part to the fact that such salaries had been arbitrarily fixed in individual cases and at divers times without any comprehensive standard.

In a speech in the House on March 30, 1886, on a bill to secure an equitable classification and compensation, Hon. William R. Cox said, in part:

> It would take away from the heads of the departments a generous discretion, which in some instances would be abused, and remove the temptation to extravagance and favoritism by pointing directly to the specific object of the appropriation.
>
> . . .
>
> No attempt is made at grading the work by the pay, and pay by the work and responsibility, and under the present system it is impossible for Congress to give its time and attention to correcting abuses.

SALARY SCHEDULES ANTIQUATED, COMPLICATED, AND CONFUSED

The whole matter of salaries is in such contrariety and confusion, at once so complicated and so intrenched in many statutes providing diverse salaries, that no solution is possible—at least no ordinary solution—until salaries are regulated by a new and radical law which will base them on the character and amount of work required. Congress now appears to appreciate that the subject should no longer be postponed.

The classification now in force in

JOHN T. DOYLE

the departments was adopted in 1853 and 1854, when there were about 700 clerks employed. This number was so small that the heads of departments and bureaus were able to be in close personal touch with the clerks under their supervision and could see that the class to which a clerk was assigned corresponded with his duties and relative merits. The number of clerks in Washington has grown from 700 to not far from 60,000, and the work has become so vast and complicated that it is no longer possible to adjust salaries to the duties required through personal observation on the part of those in charge. A clerk of mediocre ability may reach the higher grades while performing a lower class of routine work, while at the next desk a clerk of ability is performing work of a high grade for less compensation. Employees in the same line of work receive different salaries, according to the department. There is no uniform entrance salary for any given character of work. The disparities are even greater in lump-sum appropriations, where direction as to the rate of pay is vested in executive officials.

The Civil Service Law has remedied the more flagrant abuses of patronage. The next essential step is the adjustment of salaries according to duties on a uniform basis, with pay related to that for similar employments in the commercial world. No scheme of just promotions is possible until such changes are effected. Salaries need to be related to duties not merely in the same department, but throughout the departments, treating the service as a whole. The assured advancement of employees for efficient service is only possible upon the adoption of a comprehensive classification. Through lack of proper salary gradation, a deadening spirit prevails, resulting in inefficient employment conditions. The failure to establish a sound and equitable system of advancement and promotion produces conditions which are alike unjust to the employees and costly to the Government.

The average pay of the clerical force has not changed materially since 1853, while the service has grown enormously in complexity and responsibility. Increases of force are made on the ancient scale of pay, but without any consistent plan or relation to the service as a whole, which has caused the existing inequalities of pay for the same kind of work. The adherence to the same scale also fails to recognize duties and responsibilities. The chief of division of today has to pass upon questions of far greater moment and responsibility than a bureau chief of fifty years ago. The hours of labor are longer and the rearing of a family costs more. Most of the necessities of life were then raised and consumed locally, rents were lower, and the wages of servants were small. The clerk in the past, al-

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though his income was not large, had fewer wants and they were satisfied more cheaply. As a result, he could live in a manner befitting his station and at the same time lay aside a competence for his old age.

With the reorganization of the service on harmonious lines, the difficulties which now operate against making promotions on a basis of merit would be lessened and advancement for efficiency could be secured under regulations prescribing a mode of procedure applicable to all departments. Existing conditions militate against any satisfactory application of merit principles in the development of an efficient personnel and hamper the application and development of the civil service rules. The establishment of an equitable scheme of retirement would also require that the compensation and duties of an employee at the age of retirement should depend upon his efficiency. Just systems of promotion and retirement thus depend upon a reclassification of positions and readjustment of salaries on the basis of the character of work performed.

Appropriations are made for employees either under a few designations or in lump sum. In the first instance, most employees, although their duties may differ widely, are called clerks and the departments are forced to appoint them under that designation, however inappropriate and however inadequate the salary. It is manifest that the Government should not rely upon securing persons with technical qualifications at the pay of ordinary clerks. An appropriation under lump sum permits a multiplicity of designations, which renders difficult the application of promotion regulations.

The pay for the same class of work in various parts of the service differs widely. Employees in parts of the service where pay is lower than elsewhere naturally seek transfer; unrest is produced, and each transfer of an efficient employee involving a change in duties causes a distinct loss in training to the Government. It is evident, therefore, that there should be a uniform classification in the various parts of the service based on duties with the same pay for the same duties. In order to put such a classification into operation it would be necessary to ascertain the duties performed by the employees. Designations describing duties with approximate accuracy should be made, and the pay fixed at the standard rate prevailing for efficient work of the character included under the designation.

The reason why promotion regulations based upon merit have not been more effective is that there is no standard classification of clerical work. Promotion seldom means advance in grade of work, but simply an increase of salary.

DISCUSSION OF PRINCIPAL METHODS OF MAKING PROMOTIONS

There are four principal methods of making promotions. The first is that of *free promotions*. While such a system may work well in private business where the motive of profit enters, it does not work well in the public service where no such motive prevails. The second method is that of *promotion by seniority*, which bears only a slight relation to efficiency. This method is preferable to promotion by personal selection, which would be subject to personal and political considerations. Seniority should be used only as a means of distinction among employees whose other qualifications for advancement are equal. The third method is that of *promotion on records of efficiency*, which has not always worked satisfactorily, as the efficiency ratings are apt to become perfunctory. Unless the system is regulated by a central body it cannot result in uniform ratings as among different bureaus.

The making of efficiency markings is difficult because the work of clerks, even in the same grade, varies widely. In some positions the clerk must be familiar with numerous laws, regulations, orders and decisions; able to weigh evidence, determine questions of law and fact; state accounts from original data, and compile statements of the details of officials actions and the reasons therefor. Clerks doing this high-grade work are classed along with those doing inferior work. A recognition of qualifications for higher work will induce clerks to qualify themselves for it, instead of turning to the study of a profession which will take them out of the service, as is now quite general.

A fourth method of promotion is that of *competitive examination*. Under this method employees are placed on an equal footing, as they submit themselves to the same tests which relate to their powers to perform the duties of the higher positions and their general ability and capacity. Such examinations should cover branches bearing directly upon the work of the department, or they should be tests of mental qualifications, such an stenography, mathematics, languages, proofreading, drafting, or branches of science.

SUGGESTED QUALIFICATIONS GOVERNING SALARIES AND PROMOTIONS

Each of the groups of employees engaged upon the same kind of work could be subdivided into classes upon the basis of salary for that group; and throughout the departments original entrance to any grade of work should be to the lowest salary provided for that grade. Such a system should provide for an annual increment of salary for efficient service, as is done in the Army and Navy, and with postal employees. Entrance to any grade in which the same kind of work would be done, if original, should be by competitive examination; and if by promotion, by either competitive or noncompetitive examination. To illustrate: If all merely clerical work were in one group, a person would enter a grade within the group through competition at the lowest salary, which would be the same for all the departments; if efficient he would receive his yearly increment until he had reached the maximum salary for that grade. His promotion or transfer to a higher clerical grade or to any professional, technical or scientific group, would be as a result of competitive or noncompetitive examination. This system would be productive of economy, as the increment would cease when an employee vacated a position for any reason. Employees would then know in advance the compensation they might expect, provided they attained and maintained a prescribed standard of efficiency. Where the pay of a position is lowered as the effect of a reclassification of the service, it should be provided that the change would not become effective until there was a change of incumbent.

BETTERMENT IN CONDITIONS NECESSARY FOR UPBUILDING OF SERVICE

The inauguration of these betterments will go far towards raising the service in public esteem. It has been one of the consequences of the failure to regulate public employment that it has not attained its just rank with outside professions and has failed to be adequately rewarded. There is a feeling, especially manifest in Congress, and in most cases quite unjustly, that the public service is not equally efficient with outside employment. This brings distrust and reproach upon a very large, deserving and self-respecting class of employees who rely upon their merits for advancement. If Congress shall adopt the report of the Joint Commission and place the classified service upon a better basis a needed stimulus will be given to employees to put forth their best efforts and qualify themselves for advancement. The service will then become a worthy career, higher positions will be open to merit, stability and efficiency will be secured, the old estimate of official life will be changed and public employees be given a just measure of social consideration.

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Teachers and Current Problems

"There can be no doubt," says the author, "that the schools are to mirror the universal enthusiasm for a new attitude toward national responsibilities." The undemocratic position of the Board of Education of the District of Columbia in the case of a teacher and the position assumed by the strongest manufacturers' organization in the country toward certain progressive teachings in the schools are cited as reactionary. Proper material for social science teaching should be provided by cooperative efforts of conservatives and progressives.

Written for THE FEDERAL EMPLOYEE

By CHARLES H. JUDD, *Professor of Education, University of Chicago*

THE SCHOOLS must teach children about the state and nation. This has been decided by public opinion. Since the war raised our patriotism to white heat and made us aware of our destiny as the world's example of democracy, we have been eagerly trying every possible experiment in the effort to make school children aware of their future and present obligations. We have had parades and liberty loan drives for which the regular exercises of the schools were set aside. We have had courses on the causes of the war; we have abolished all traces of enemy influence; we have introduced lessons on food and thrift and have pushed military drill and patriotic farming and a hundred other kinds of social activities. There can be no doubt that the schools are to mirror the universal enthusiasm for a new attitude toward national responsibilities.

FATE OF THE TEACHER WHO TOUCHED ON BOLSHEVISM

Scarcely is this new program well under way when suddenly we begin to feel the recoil. There was a certain teacher who on the testimony of her fellow teachers had a blameless reputation for Americanism. She taught a class in current events. She came on reports of the doings of the Bolshevists, and the class read articles on the League of Nations. She thought that it was legitimate to comment on these matters in a class dealing with current events. The Board of Education suspended her for a time without pay because they say she had no right as an amateur to deliver any opinions on these subjects. This happened in no small and remote center where democracy may not have penetrated. This happened in the District of Columbia, in the city of Washington.

PROGRESSIVE SOCIAL SCIENCE TEACHING UNDER ATTACK

Again there have been widely used in the schools certain lessons which tell children how the great business machinery of our nation operates. These lessons tell how men are interdependent in their struggle to extract from nature those things which satisfy human needs. They tell how social institutions and organizations have grown up out of men's efforts to live together harmoniously and cooperatively. The lessons are the most elaborate body of social science ever offered to the lower schools. The war is hardly over when the greatest organization of manufacturers in this country—the National Industrial Conference Board—publishes a pamphlet viciously attacking these lessons because the board objects to the material on such matters as industrial insurance, labor organizations, and the eight-hour day. The lessons in question were published by the Bureau of Education of the United States in cooperation with the Food Administration. The manufacturers say that they are going to tell the Department of the Interior to suppress these lessons. In the name of democracy the manufacturers cry out against what they call "the most subtle propaganda."

So we see that while public opinion has decreed that the schools shall teach about the doings of society, there are to be hot words about what is going to be taught.

Does the Board of Education of Washington or the Manufacturers' Association seriously believe that suppression of open discussions will be possible in this democratic land? Do they believe that they can dictate what shall be thought by the sons and daughters of the people? If they think such thoughts, the cause of their short-sightedness is surely to be found in the fact that they grew up in schools which omitted, as most schools have in the past, instruction in the ways of society.

Let it be admitted freely that enthusiasm for this new kind of teaching will in some cases be radically overzealous. Let it be admitted that most teachers are amateurs in social science for the same reason that conservatives are short-sighted; namely, because schools have in the past omitted lessons in community and national life.

COOPERATION IS NEEDED TO PUT EFFECTUAL LESSONS INTO SCHOOLS

The remedy for all this is not to be found in silence or in the persecution of earnest endeavor, but in vigorous and cooperative efforts to solve the problem of putting productive lessons into the schools. One of the reasons why instruction in this field is in some cases of doubtful value is that there is little available material out of which to make lessons. One can find plenty of good reading about Greece and Rome, about geography and nature, but very little about how cities are built in man's efforts to work out plans of industrial cooperation. There are plenty of books on the American revolution and the Franco-Prussian War, but only recently can one find mention made in schoolbooks of the industrial revolution. Yet the industrial revolution has in a century and a half or even less radically transformed human life.

Teachers have been reaching out after material on society. In the absence of other available reading matter they have often resorted to current periodicals and have attempted courses which have been called courses in current events. The comments which they are able to make on the issues of the day are likely to be directed in the main by their personal views and opinions. When they try to be more systematic they have sometimes resorted to one or another of the short texts on community civics. These texts are for the most part open to the criticism that they are abstract; or if concrete, they usually fail to include reference to the problems that arise in the community with which the teacher and the pupils are familiar. The result in either case is that the course becomes a series of miscellaneous comments capable of misinterpretation and of doubtful educational value.

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The conservatives ought not to blame the progressives for this situation, nor ought the progressives to rest content with the lack of well-organized material. Both parties can unite and ought to unite in advocating the creation of sound, vivid, concrete lessons which deal with facts and hence are not open to dispute. The way to get the right kind of material is for every school system to throw itself with its whole soul into this new task. Let boards of education provide the best talent that can be found in the city to organize a course on city life. Let states organize commissions to do this work on a larger scale. There ought to be cooperation within states between the different school districts so that material of a broad comprehensive character shall have the widest currency. There ought to be in the Federal Government itself centers for the collection and distribution of material of this sort. We have at the present time centers for the distribution of scientific material on agriculture and commerce and all of the problems that are connected with industry and transportation and foreign relations. This material is educative in the highest degree. It is usually not formulated in such a way that it can be used in the schools. Is it not legitimate to ask for the creation of proper federal agencies to recast this material so that it shall serve the purpose of the lower schools as well as the purpose of society in general? Such a program provides agencies that are superior to the petty criticisms which develop in local communities, and it provides agencies vigorous enough and powerful enough to reach the widest constituency.

Until material is thus created in a comprehensive and authoritative way there will be petty bickerings in local communities, and there will be dangerous efforts on the part of conservatives to throttle this movement. There will be ill-advised efforts on the part of enthusiasts to break over the bonds set by conservatism, and we shall have exhibitions of injustice on the one side and irrational radicalism on the other. All of these evils grow out of a lack of the right kind of organization. The cure for this situation is not inaction but a vigorous and official treatment of a situation which deserves the best attention that the public can devote to its solution.

"PROPAGANDA" CHARGE NOT SERIOUS—MERELY A BOGEY MAN

Nor does a cooperative scheme of this kind need to fear the cry set up by bigots who have learned to wield against legitimate reform the word "propaganda." There is public propaganda on every hand. The Department of Agriculture is engaged in propaganda against insect pests. The Department of Commerce is engaged in propaganda in favor of correct standards in every line of industrial activity. There is no good reason why proper conditions for workers should not be advocated with the full strength of a public agency. There is no good reason why industry should not be understood as fully as the anatomy of the human body. In short, there is no good reason why public cooperative agencies should not take up the task of carrying out without fear or hesitation the decree of the people that lessons in national and community life shall have a large place in the schools.

Help Your Teachers

The public school teachers throughout the country are organizing effectually and rapidly. Already seventy locals have been formed, united in the AMERICAN FEDERATION OF TEACHERS, *which is affiliated to the American Federation of Labor.*

Our cause and that of the teachers run in closely parallel and converging lines. Our locals and our members as individuals have it in their power to do splendid work by supporting to the fullest extent the teachers' unions, where formed, and where not yet formed, by giving all possible encouragement and backing to their speedy organization.

The national organizer of the AMERICAN FEDERATION OF TEACHERS *is L. V. Lampson, 1336 Otis Place, Northwest, Washington, D. C.*

The Union Label

The union label adds to business as a leading inducement to union buyers and to union merchants. It keeps trade at home where there is local enterprise. It benefits the retailer as well as the wholesaler. It individualizes quality with price. It aids the newspaper and the union whose tenets it advertises. It is beneficial for stability. It defies unscrupulous competition. It helps to establish the wage scale. It insures a recognition of rights. It is a profit producer. Its colors glow with humanity. Its insignias stand for health, skill, and dignity. It is the foe of the "open shop," and it points to a growing cooperation among the workers for the millennium of universal rights. It wins patronage on merit, indexes character, and promotes American individuality.

A. F. of L. Convention at Atlantic City, June 9

THE NEXT convention of the American Federation of Labor, one of the most important, perhaps *the* most important, gathering in the history of that organization, will be held at Atlantic City June 9. Active preparations for the convention are now in progress. The return from France of President Gompers and the other members of the American delegation to the Labor Peace Conference arouses new interest in the momentous problems confronting the masses of the country's workers, which are to receive attention from the Atlantic City meeting.

The delegates to the convention on the part of our National Federation are President Luther C. Steward, and Vice-Presidents Etheridge, Junker, and Leonard; alternates, Vice-Presidents Kinsell and Wiegand.

The call for the convention, which bears the signatures of President Gompers and the other members of the Executive Council of the A. F. of L., reads in part as follows:

To All Affiliated Unions, Greeting:

You are hereby notified that, in pursuance of the constitution of the American Federation of Labor, the Thirty-ninth Annual Convention of the American Federation of Labor will be held at the Steel Pier, Atlantic City, N. J., beginning 10 o'clock Monday morning, June 9, 1919, and will continue in session from day to day until the business of the convention has been completed.

THE CONDITIONS GOVERNING REPRESENTATION IN THE CONVENTION

Representation in the convention will be on the following basis: From national or international unions, for less than 4,000 members, one delegate; 4,000 or more, two delegates; 8,000 or more, three delegates; 16,000 or more, four delegates; 32,000 or more, five delegates; 64,000 or more, six delegates; 128,000 or more, seven delegates, and so on; and from central bodies and state federations, and from local trade unions not having a national or international union, and from federal labor unions, one delegate.

It is, of course, entirely unnecessary here to enumerate all the important subjects with which our forthcoming convention will concern itself, but the reminder is not at all amiss that every effort must be made to broaden the field and means for the organization of the yet unorganized workers; to strive to bring about more effectually than ever a better day in the lives and homes of the toilers; to defend and

(*Continued on page* 281)

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A Grave "Comedy of Errors"

Presenting a serious problem for Democracy, this case transcends in significance the boundaries of the District of Columbia. An efficient and faithful high school teacher in Washington is suspended by the Board of Education for alleged indiscreet utterances in the classroom on the subject of Bolshevism. The principal facts in the case are here summarized in so far as the refusal of the Board to disclose essential evidence permits.

By W. CARSON RYAN, Jr.

President of Washington Federal Employees Union No. 2

THE teachers' unions of Washington, D. C., are engaged in a fight in behalf of certain fundamental principles of democracy.

MISS WOOD AND THE BOLSHEVISM INCIDENT IN CLASS

Miss Alice Wood, a member of the High School Teachers' Union, is a teacher of English in Western High School—one of the best English teachers in the system, according to the testimony of those who know her. Her loyalty had never been questioned; indeed, she had been accepted for service by the American Red Cross and would now be serving in France had the armistice not been signed. Her American lineage dates back to before the American Revolution.

Like every other teacher of English in the Washington high schools, Miss Wood is required to teach current events as part of her duties; further, according to the course of study, teachers are to "encourage free and spontaneous discussion and criticism." One day in current events class one of the students raised the question of Bolshevism. Miss Wood answered the question as best she could, emphasizing the fact that little accurate information on the Russian situation is available. Pressed for her opinion of the soviet form of government, she said that she considered it an improvement over the form of government in Russia and a good government for Russia; for further information, she referred her pupils to well-known periodicals, most of them found in the school library.

A "FRIENDLY CONFERENCE" IN THE SUPERINTENDENT'S OFFICE

Shortly after this Miss Wood was handed by the principal of the school a letter signed by two parents, quoting indirectly and protesting against various remarks, especially those on the subject of Bolshevism, made by her in an English class. In reply Miss Wood explained the occasion of her remarks and her aims in teaching.

[Her letter with that of the parents to which it is a reply will be found on page 270.]

She also assured the principal that she would not permit discussion of any subjects the board wished to exclude. In response to this no suggestion came to her.

For nearly a month there were no further developments in the case. Miss Wood was then called into what was asserted to be a "friendly conference"

ALICE L. WOOD

in the Superintendent's office, at which were present two members of the Board of Education, the Principal of the Western High School, and Miss Wood. Miss Wood was not accompanied by counsel because she had been assured that this was in no sense a trial. Following the conference, the members of the committee (who had not conferred during the meeting) announced the conclusion that she had been indiscreet in dealing with certain economic and social questions in the classroom.

MISS WOOD BRANDED IN THE PRESS AS "UNPATRIOTIC"

The next development in the case was an announcement in the daily press that Miss Wood had been suspended by the Board of Education, for one week without pay, as "unpatriotic," with various false statements in the stories. The official notice of suspension, however, which did not reach Miss Wood until after she had read the press statements, said nothing of lack of patriotism, but gave the following as the reason for the action:

> **The Board took this action because of your attempt to touch on and interpret certain economic and social subjects in which you were clearly an amateur and in which you revealed indiscretion and poor judgment in assuming to be anything else.**

ACTION BY THE TEACHERS' UNIONS; PUBLIC OPINION AROUSED

The teachers' unions then took up the case, engaging counsel and asking for Miss Wood a public hearing, in accordance with the organic law of the District of Columbia and the regulations of the Board of Education. Federal Employees Union No. 2 also took up the case, as did the Central Labor Union and numerous civic and educational bodies. The board finally declined, in a lengthy reply, to grant a public hearing, giving as one reason, that Miss Wood herself had made no request for any further hearing. To meet this technical objection, Miss Wood herself filed a formal request that the action of the board in her case be rescinded in its entirety. To this request the board has not yet replied, nor has it granted her request for a copy of a report of the committee which held the "friendly conference" with her.

SEVERAL INTERESTING AND PERTINENT SIDELIGHTS ON THE CASE

This in brief is the record of the matter to date. Many of the interest-

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ing sidelights have had to be omitted from this account—how the board sought to justify its secret conferences" on the ground that it is not a violation of law to hold lengthy secret discussions and then open in "public meeting" for a few minutes to take action; how the Superintendent of Schools gave "advice," as he terms it, not to discuss the League of Nations, Bolshevism, or "similar heresies" in the schoolroom, and then would neither affirm nor deny that he had issued any instructions of this sort; how the Board of Education, when it saw public opinion turning against it, tried to compromise by offering to grant the demand for teachers' councils.

FUNDAMENTAL PRINCIPLES VIOLATED BY THE BOARD

On its own testimony the Washington Board of Education has violated at least three fundamental principles:

1. The right of any teacher to a fair trial, in public, after charges have been preferred. (The District regulations are very clear on this point.)
2. The principle that meetings of the Board shall be open to the public. (The federal law on this point is one of the most explicit in the United States.)
3. The principle of free discussion of public questions.

THE QUESTION OF UNIONISM ALSO INVOLVED IN THIS CASE

The first communication in the Wood case addressed by President Hamilton of the Board of Education to Miss Deal, President of the High School Teachers' Union, in the latter part of March, seems to raise directly the issue of unionism: "While the board does not feel," says President Hamilton, "that its action in the premises is the proper subject of interrogation or review by other teachers or groups of teachers," etc. The well-known corporate interests and affiliations of certain leading members of the board, moreover, strongly suggest that a leading motive, if not *the* leading one, may have been to strike a blow at unionism. It is noticeable that in its later and principal statement in the case the board does not advert to this phase of the subject. In this communication the desire is expressed that committees representing all the teachers shall discuss with the board twice a year "matters of general policy and direction," and that all teachers shall be included in "one distinct professional organization," but the inference is irresistible that the existing teachers' unions are not recognized as representative of the teachers for this purpose.

But the bolt which seems to have been launched at the solidarity of the teachers' organizations fell far short of the mark. The Washington unions have proved their mettle. By their wise leadership, intelligence, and honesty in this case they have succeeded in bringing an overwhelming public sentiment to bear in favor of Miss Wood and the teachers and against the Board of Education, or those of its members who made the fatal mistake of leading the rest into so undemocratic an action as the illegal punishment of a faithful and efficient teacher.

THE APPEAL OF THE TEACHERS TO THE PUBLIC

The final appeal of the teachers' unions, addressed to the public, is in the form of a series of questions.

ALICE DEAL

These questions are of such immediate concern to the citizens in every community where schools are cherished that they are given here in full. The teachers ask:

Is it for the good of the schools, pupils and public—

1. That a teacher should be disciplined by a suspension for one week without pay? A teacher is in a position requiring the exercise of authority and enforcement of discipline over her pupils; punishment or humiliation known to her pupils lessens her efficiency as a teacher. Are the same methods of discipline appropriate to her as to an operative employee? Does discipline by suspension improve her teaching? Does it improve her relations with her pupils? Does it improve the morale of other teachers?
2. That the Board should punish teachers for assuming to discuss with pupils subjects clearly within the general scope of courses which they have been directed by their superiors to teach, upon the ground that the Board considers them to have been incapable of discussing the subjects in question?
3. That teachers assigned to teach economic, industrial and social subjects should be restrained from freedom of expression by fear of discipline should their views not be approved by the members of the Board whose views and desires have not been made known to the teachers?

[1]4. That "Bolshevism and similar heresies," to use the superintendent's phrase, should be excluded from discussion by trained teachers, with pupils of an average of sixteen to eighteen years, for whose intelligent understanding of government, economics and current events the teachers are responsible?

[1]5. That "Bolshevism and similar heresies" should find here in America the unfairly fertile field that ignorance on the part of our future citizens can alone prepare?

[1]6. That the teachers of such pupils should fear to aid them to an understanding of social and political doctrines and practices different from or even inimical to our own, as though knowledge of them would not lead the product of the American public school the more to cherish and enable him the better to preserve and defend the heritage of our institutions?

7. That the views of the heads of departments (of instruction, such as English, History, Mathematics, etc.) and of principals of schools, should be ignored by the board in appraising the work of teachers?
8. That the views of a few (perhaps two or perhaps three) of many parents founded upon information from a few of many pupils should be accepted by the board, without a hearing, and the action adhered to by the board in the face of a positive denial from the teacher presented and supported by the unanimous action of the teachers' unions?
9. That a teacher should be disciplined—

(a) Upon a matter complained about by two or three parents upon information derived from children whose immaturity formed an element in the complaint;

(b) Upon verbal information communicated to the board in secret session by one of two board members (who had with the superintendent and her principal so conferred with her in an "informal friendly conference" as to leave her under the impression that the matter discussed was to be dropped) and

(c) Upon the motion of an influential member of the board who never saw her and who was a close business associate of two complaining parents, seconded by a member who never saw her and had no information other than that derived as above stated?

10. That the Board of Education, directed by law to meet in public should so abuse the privilege of prior conference (assuming that as claimed by the board the privilege exists) that a matter in which the public is so vitally interested as the application of the unions for a hearing in this matter, should be disposed of without announcement other than that a reply would be sent, in a board meeting scheduled for 4.30 p. m., and taking place from approximately 6.05 to 6.20 p. m., preceded by a secret conference lasting from 3.30 to 6 p. m.?

[1] Questions 4, 5 and 6 are not essential to Miss Wood's case; she has been at all times willing to obey the directions of the Board, and has not raised the question of the wisdom of the directions when given. Her complaint in this respect is that no directions had been given when her supposed offense was committed.

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SEVERAL LETTERS OF IMPORTANCE IN THE CASE

Appended is an excerpt from the letter (dated February 12, 1919) from two parents of pupils in Miss Wood's class making complaint regarding her references to Bolshevism:

We submit the following which can be substantiated: that Miss Wood expressed herself as follows on different occasions. In repeating these sentiments no attempt is made to quote her exact language but to convey the substance of her remarks.

1. Miss Wood told the class that she had attended a meeting of the citizens of the District and others held at Poli's Theater, and that the statements made at that meeting proved that what the newspapers were saying about Bolshevism in general were not true; also that the newspapers had misrepresented those who spoke at the meeting.

2. That she had a letter from a friend in Russia telling her that conditions there were fine and that everything was going smoothly.

3. She was asked if she believed in Bolshevism and in reply said that she believed in what her idea of Bolshevism is, and that her idea of Bolshevism, as she interpreted it, was that of a good government; that most people did not know what it was, but that according to the true idea of it which existed in her mind it was very good, that it meant only a government of the majority.

4. She further stated that she preferred not to discuss the subject in class because she might get into trouble, but that if the pupil or pupils to whom she was talking would come in after class she would give them all of the information they wanted; that the idea of Bolshevism obtained from newspapers is all wrong.

5. She has brought magazines into her classroom, particularly one having a title about as follows: "The Bolsheviks and Soviets," which she told members of her class was a defense of Bolshevism and that she had lent this paper to certain members of her class to read.

In reply to the foregoing Miss Wood wrote (February 14):

1. No recital of quotations *apart from their context* can give a true idea of one's opinions or principles.

2. Any discussion of Bolsheviki government in my classes has been brought up *not by me but by the pupils themselves*, as a subject for discussion in current topics.

3. I will take up the items as numbered in the letter before me.

(1) I did say that I had attended the meeting at Poli's Theater, that the statements there were contradictory of most of the published stories in the daily press, and that I believed the testimony of the eyewitnesses; also that the newspapers had misrepresented the spirit of the meeting.

The above is true. The first is a statement of fact; the second of personal opinion in answer to a question; the third a statement of fact borne out by Representative Mason as well as many others.

(2) This statement I never made. I have no personal friends in Russia.

(3) In speaking of the Soviet government, in answer to a direct question, I did say that I considered it an improvement *over former government in Russia and a good government for Russia.* I still maintain that most people do not know what it is, since literature telling what it is by its leaders is almost impossible to get.

I said the *word* does not mean Anarchist but *Majority*, and that it is the Majority party of the Left in Russia.

(4) I did say that we would not use the class time to discuss the subject and that if any pupil cared to read the other side from that of the daily press, he could read certain articles as those in *The Dial, The New Republic and Current Opinion.*

I also referred them to the explanation of Soviet government given in the pamphlet sold at the meeting at Poli's Theater, which meeting was openly advertised in public and among members of Congress and was permitted to be held.

May I say further that I am second to none in patriotism. My forefathers were in America long before the Revolution; I was born on land given my ancestors for services in that Revolution, and remaining in my family until this day. My ancestors and their services give me the right to express myself on the Government which they helped to found. I love it too much to declare it beyond improvement.

I believe in democracy as set forth by its greatest exponent and the greatest statesman of all times, Woodrow Wilson, and conceive it as something that, in its perfection, is still in the future and not something that was finished in 1789, and therefore believe it to be something that we all have a part in helping to attain. My aim in teaching is to teach individuals to *think*, to set forth *both* sides of every question, never imposing my own opinion, but permitting *free discussion* of all topics.

My confidence in the *rightness* of our fundamental principles is so deep that I have no fear of full and free examination and discussion of them.

NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Washington, D. C.
April 10, 1919.

MR. GEORGE E. HAMILTON,
President of the Board of Education.

MY DEAR SIR:

It is our purpose to devote considerable space in the May issue of THE FEDERAL EMPLOYEE to the broad question of the rights and duties of public school teachers involved in the instruction of their classes in the subjects usually grouped under the designation "current topics."

In order that the matter may be properly presented to our readers, may I not ask your cooperation, on behalf of the Board of Education, to the extent of submitting a statement setting forth as clearly as possible: (*a*) The charges on which the action taken by the Board was based, with the evidence offered in support thereof; (*b*) copies of any report or reports submitted by Principal Newton and by the committee composed of the Superintendent of Schools and two members of the Board, by any member of the committee; (*c*) a copy of any rules or regulations requiring teachers of English to discuss "current topics" in their classes.

It is our desire to present Miss Wood's case fairly and impartially. You will agree with me, I think, that the information here sought is essential to an intelligent understanding of this case, and I may add that it is very desirable, from our viewpoint, that this information be laid before our readers as coming directly from the proper source—the Board of Education.

Inasmuch as the forms for our May issue will close at an early day, I hope that it will be convenient and agreeable to you to furnish this information by the 15th instant.

Yours very truly,
J. G. GURLEY,
Editor of THE FEDERAL EMPLOYEE.

. . . . .

BOARD OF EDUCATION OF THE DISTRICT OF COLUMBIA
FRANKLIN SCHOOL BUILDING
Washington, D. C.
April 12, 1919.

MR. J. G. GURLEY,
Editor of THE FEDERAL EMPLOYEE,
404 Continental Trust Building,
Washington, D. C.

MY DEAR SIR:

Your letter of April tenth received. In its reply to the High and Grade School Teacher's Unions the Board of Education has said all that it desires to say concerning an incident that it considers, in so far as the Board is concerned, a closed one.

I am accordingly sending you herewith a copy of the reply referred to [the Board's letter of April 8, quotations from which appear on page 271].

Yours very truly,
GEORGE E. HAMILTON,
President.

The position of the Board of Education is set forth in two communications from President George E. Hamilton, one dated March —, 1919, addressed to Miss Alice Deal, president of the High School Teachers' Union, in answer to a letter of March 22 signed by herself and Miss Clara K. Stutz, president of the Grade School Teachers' Union; the other bearing date April 8, sent Misses Deal and Stutz as a response to the formal protest made by the two unions March 31.

Excerpts from the communications of the board, dealing with the principal features of the Wood case, are here appended. In order that our readers may get a fair view of the whole case, these should be taken in connection with the other statements bearing on the subject which appear in this issue.

(*From letter of March —, 1919.*)

The suspension of Miss Alice Wood was made under authority conferred in the organic act and under rules made in accordance therewith.

The action of the board, as stated in the order, and the letter of the superintendent [see quotation therefrom in Dr. Ryan's article, page 268] transmitting this order,

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would seem to furnish sufficiently the reasons for board action.

First.—From questions submitted through the principal of the Western High School in writing, and by her in writing answered [this has reference to the parents' letter and Miss Wood's reply thereto, which appear on page 270], and

Second.—From questions asked by a committee of the board before whom she appeared, with the principal of said high school present at her request, and her answers to said questions, Miss Wood is perhaps fully informed as to the grounds of her suspension. But if she desires fuller information, and requests it, her request will be complied with. [At least *three* requests for the contents of the report of this committee have been made—by Miss Wood, March 22; by the presidents of the Teachers' Unions, March 22; by the editor of THE FEDERAL EMPLOYEE, April 10. All these requests have been refused.—EDITORS.]

While the board does not feel that its action in the premises is the proper subject of interrogation or review by other teachers, or groups of teachers, it will state, however, that Miss Wood's indiscreet discussion before young pupils of present international conditions, social and political; her defense of bolshevism; her offer to instruct boys on the subject out of class; her advice to them to read certain named magazines which would give the other and correct side of the aims and precepts of that form of government: her advanced ideas on the subject of individual direction, fully discussed with, and impressed upon immature youth, with that added weight which a teacher's instruction always carries, and Miss Wood's admissions of her attitude concerning the above as shown by the report of the committee—constitute in the minds of the board "an offense against good order" and a failure "to perform satisfactorily the duties of her position" (Board Rule 70), and at least require for disciplinary purposes a suspension; and it may be added that this action by the board does not fully meet the indignant protests of parents of some of her pupils.

(*From the letter of April 8.*)

Early in February three parents of pupils in Miss Wood's class in the Western High School addressed letters to Dr. Newton, principal of said school, complaining of Miss Wood's discussion and instruction upon certain subjects, and their complaint in the board's letter to you of March 22, was summarized as follows [quoting the larger part of the final paragraph of the letter of March —, just above]:

The writers of these letters gave the names of six pupils as the source of their information.

When the board was informed of these complaints, it considered that there were two courses of procedure—a formal board investigation, which might result in trial, or an informal inquiry to establish whether the conditions were such as to warrant, in the discretionary power of the board, and without formal investigation, the application of suitable discipline.

The latter course was decided upon, certainly as a preliminary one, both on Miss Wood's account and on account of the system.

Communication was accordingly made to Miss Wood, through Dr. Newton, and on February 14 Miss Wood made reply [see page 270], which reply was transmitted by Dr. Newton to the board. Miss Wood's answer was neither satisfactory nor full in explanation or denial, and in connection therewith Dr. Newton wrote to Superintendent Thurston on February 24, and in that letter says:

"She (Miss Wood) feels that while her answers taken separately and without reference to the questions asked may seem unpatriotic and offensive, she had no such intent, and is quite convinced that she may be trusted to steer away from such dangerous topics in the future."

As stated, the board was not satisfied with Miss Wood's answer, but still desired full information from her, and accordingly requested the superintendent and two members of the board to see Miss Wood in person, and by personal communication inform themselves, if possible, more fully as to Miss Wood's discussion of the topics referred to and her attitude regarding the same, and whether there was any real ground for the complaint contained in the letters received.

This was accordingly done, and at the interview Dr. Newton, at the request of Miss Wood, was present.

One member of the committee was not present when the majority members gave the forgoing result of their interview with Miss Wood.

On Miss Wood's written statement, as submitted by Dr. Newton, and on the report just above referred to of her verbal communication, the board concluded that conditions did not call for a formal investigation or trial, but were such as to be amply met by the application of discipline or short-time suspension, which is vested in the board by law and is necessarily incident to the exercise of the control and direction expressed in the organic act.

The board, at the regular public meeting following the conference at which the conclusion was reached, without a dissenting vote, the order:

"That Miss Alice Wood be suspended, without pay, for a period of *one week* commencing March 20."

The board is fully aware of the provision of the law requiring all board meetings to be open to the public, and will state that all board meetings are open to the public, but all meetings are, or may be, preceded by conferences of board members, and this is essential for useful and sound board direction.

The board is advised and believes that its action was not only in accordance with the law but in accordance with useful and proper board direction, and so far as the board is concerned the incident is a closed one.

If the board is wrong in its interpretation of the law and of its authority under the law, it will be pleased to be instructed by the court; if the law is wrong in placing a too large authority and discretion in the board, Congress may remedy the fault. Until otherwise directed, however, by Congress or the courts, the board will continue its present interpretation and direction.

The board throughout intended to, and believes that it did, act for the best interests of the system and to the benefit of Miss Wood, and certainly did not wish, and endeavored in its action to prevent, any unnecessary publication or detriment to Miss Wood.

The question of patriotism did not enter into the board's conclusion; if so, a formal investigation and trial would have been deemed necessary.

Craft

"I think I'll start a magazine to be called Umbrage."

"Why that somewhat unusual name?"

"People are so apt to take it."—*Louisville Courier-Journal.*

The American Farmer and Reconstruction

(*Continued from page* 260)

workers, but provide the most economic and advantages market for farm products—a home market.

THE STANDARDS OF PUBLIC EDUCATION MUST BE RAISED

Education is the basis of all progress. We favor:

Raising the standards of teachers through higher wages and special courses of instruction for rural teachers.

Introducing democracy by organizing into self-governing bodies as far as possible all rural schools, the children learning government by governing themselves.

Teaching industrial history, and farm economics, and marketing.

Teaching organization, cooperation and cooperative methods.

GOVERNMENT MUST OWN AND DEVELOP COUNTRY'S NATURAL RESOURCES

The natural resources of the country, now in public ownership—coal, iron and copper ores, water power, timber lands, phosphate deposits, potash, gas, oil, etc.— are worth hundreds of millions of dollars. It is a solemn obligation devolving upon the country not to alienate any more of these natural resources either by patent or by lease, but to develop and hold them in trust for this and succeeding generations. Such of these natural recources as are now in private ownership should be acquired by the Government at the earliest possible opportunity, payment to be only for actual and prudent investment.

GOVERNMENT MUST OWN AND OPERATE TRANSPORTATION SYSTEMS

Within twenty-one months following the close of the war, at the expiration of which the railroads would otherwise be returned to their present owners, the Government should acquire and operate all the railroad systems of the country, and within the same period acquire and operate the express companies, and the Government should operate all inland water transportation so that we may have a unified system of transportation of passengers and freight as a government service. This service should be rendered at cost, with the single view of reducing cost of transportation, securing fair treatment of those employed, and facilitating the development and expansion of domestic manufacturing, and of domestic and foreign commerce.

Enormous sums have been expended by the Government in constructing ships. These ships should remain the property of the people of the country and be operated as a merchant marine for the benefit of the people as a whole, with due regard to terms and conditions of employment.

MONOPOLY OF PACKING INDUSTRY MUST END AT ONCE

The revelations by the Federal Trade Commission of the monopolistic control which the "Big Five" packers have established in the business of the manufacture and preparation of meat, their effort to control the entire food supply of the country, and their entrance into allied and unrelated lines of business . . . make it clear that the privileges which have enabled the packers to build up such a monopoly must be immediately terminated.

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Relief for American Consumers

"The Cooperative Movement in America," says the author, "is developing in close alliance with the Labor Movement." He sketches briefly the growth of Cooperation in this country, which has received new impetus since 1916, with special attention to the situation as it exists today. It is a vital and inspiriting message, a fit sequel to Mrs. Hale's contribution, "Consumers' Cooperation in Europe," which appeared in our last issue.

By JAMES P. WARBASSE

President of the Cooperative League of America

THE HISTORY of Cooperation in the United States is a story of idealism, blasted by failures. From a practical point of view the pioneers were not rewarded by the success of their enterprises. But idealism never perishes, and today we are reaping the benefits of which they despaired.

The spirit of individualism, the newness of the country, the mixture of races and nationalities, the presence of frontiers into which a fluid population could be kept moving, and the not hopeless possibilities of escape from poverty, all contributed to inhibit the growth of Cooperation in the United States. In later times the strenuous competition among private tradesmen, the allurements through business advertising, and the great power of monopolies and vested interests have been potent factors against cooperative development.

MARKED DEVELOPMENT IN COOPERATIVE MOVEMENT SINCE 1916

Since the year 1916 a new impetus to the movement has been seen. This has been due partly to a greater stability of industry and partly to the conspicuousness of profiteering and the obvious evils of the competitive system. But a very potent factor has been the establishment of the Cooperative League of America, which has promoted education in the fundamentals of Cooperation and has instituted centralized information, guidance, and standardization.

All over the country the movement has developed. It has been sporadic. No center can be designated as the seat of the renaissance of Cooperation. The Cooperative League of America has knowledge of more than 2,000 true consumers' cooperative societies conducting stores. In some locations the purchasing power of groups of societies has become so great that they have federated and organized wholesale societies.

A PROSPEROUS COOPERATIVE ENTERPRISE IN PENNSYLVANIA

The Tri-State Cooperative Society maintains a wholesale with a warehouse at Monessen, Pennsylvania. It has recently acquired another warehouse at Pittsburgh. The demands of the cooperative societies within reach of its motor trucks are so great that it does not attempt to give service beyond a radius of twenty or thirty miles. It carries a stock of staple commodities, which are quickly consumed and renewed. It is growing rapidly. A single labor union contributed $5,000 to its capital.

WHAT ILLINOIS HAS ACCOMPLISHED IN COOPERATION

The Central States Cooperative Society is a federation of about seventy distributive societies. Its headquarters is at Springfield, Illinois. It maintains a wholesale with a warehouse at East St. Louis. These societies are largely built up among the union locals of the United Mine Workers in Illinois. Their financial success enables many of them to return to their members a savings-return of 6 to 12 per cent quarterly on the cost of their purchases. The society at Witt, Illinois, may be taken as a typical example of this group. It has more than 300 members. Its last quarterly report shows that for the three months they paid a cash savings-return to their members of 8 per cent, totaling $2,213; they added to their merchandise reserve fund $1,051; their sales to members for the three months were $27,685, and to non-members $3,354; and their total resources are $28,847. Its building is the largest in the town. They state: "Private merchants no longer look upon us lightly; some of them are beginning to wonder how long they will last. Almost all of them have reduced their help." This society, like that at Danville, has an energetic committee on education and social features, and brings together the men, women and children in its educational and recreational activities.

The Staunton, Illinois, Society has nearly 400 members, declares a 10 per cent savings-return, does a quarterly business of $36,376, and has resources amounting to $35,000.

Many of these societies own their own buildings. They sell groceries, meat, hardware, dry goods, and clothing. Some conduct their own coal yards. The Roseland, Illinois, Society, has 400 members, and is doing a business of $130,000 a year. The Gillespie, Illinois, Society does a business of $140,000 a year. Here is a society with a large element of Scottish cooperators, who learned cooperation in the old country.

The $3,000,000 annual business which these Illinois societies do is in the hands of working men who have come up out of the mines and taken charge of financial affairs. Illinois is but an index of what is going on in the neighboring states. Strong groups of societies exist in Indiana, Ohio, and Iowa. The Palatine Cooperative Society of Chicago with 1,200 members conducts a school with 400 Polish students. The society has a capital of $500,000.

COOPERATION DEVELOPING ALONG BROAD LINES IN NORTHERN STATES

The societies in the northern states are growing up in the farmers' organizations. Their wealth, numbers, and the size of their membership are greater than in any other section of the country. These societies are largely connected with cooperative producers' organizations. Hundreds of them not only conduct stores where groceries, dry goods, clothing, and hardware are sold, but they do an enormous business in supplying seeds, fertilizer and harvesting machinery to their members. These same organizations buy the farmers' products and sell them on a cooperative basis. Some of them own grain elevators, others are organized to sell livestock, and not a few conduct a meat-packing business. One of these societies started in 1914 with $7,000 capital paid in. In 1918 it had seventy-five branches with more than $700,000 paid in. It has a wholesale and has entered the field of manufacturing. A society in Wisconsin does a business of between $700,000 and $1,000,000 a month. The expense of carrying on this business is 3 1-3 per cent of the amount of sales.

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SEATTLE MAKING A SPLENDID RECORD FOR THE CAUSE

The Northwest has a vigorous movement around Puget Sound. The powerful labor organizations of Seattle have become interested in Cooperation. Things are happening rapidly. The Seattle society bought a store doing a business of $4,200 a month. They started in June, 1918, and increased the business to $7,000 a month. They then took over the city market, and during the first thirty weeks did a business of $500,000. Now their meat business alone amounts to $70,000 a month. Their net profit in the first seven months was $20,000. All this business is conducted on strictly Rochdale principles.

Among these Seattle Cooperatives are found a laundry, printing plant, milk condensary, several shingle mills, fish canneries, and recreation houses. Recently they have established a bank and a watch and jewelry cooperative store. Behind them is the support of the labor unions. A single union contributed $12,000 to their paid-up capital. The Puget Sound Cooperative Wholesale, a federation of the societies about Seattle, was organized in 1918. In the winter of 1919 it fed the families of the striking shipyard workers when the city authorities, the military forces of the Government, and the private merchants conspired to starve them out.

THE FINNS SET THE PACE IN THE UNITED STATES

A group of people who have done more than any other nationality to promote Cooperation in the United States are the Finns. They have the intelligence, the solidarity, and the traditions necessary for success. At Superior, Wisconsin, they have a wholesale in the midst of a group of about fifty splendid societies. Their bakeries are as near perfection as possible. In western Massachusetts is another group of Finns. In New York City they have cooperative apartment houses, restaurants, and clubhouses. Their central bank at Fitchburg, Massachusetts, has a branch in New York. It receives the deposits of the members and finances their enterprises. They conduct printing houses which publish several daily papers, weeklies, and monthly magazines. They have done more in developing the social, educational, and recreational aspects of Cooperation than any other people. Their clubhouses, theaters and amusement parks represent the best America has in these expressions of Cooperation.

Other national and racial groups which have made notable progress are the Russians, Italians, Germans, Poles, and Slovaks. Besides these groups there are hundreds of isolated societies in every part of the country.

INFLUENCE OF 1918 NATIONAL COOPERATIVE CONVENTION

The National Cooperative Convention at Springfield, Illinois, in 1918, under the auspices of the Cooperative League of America, was a significant event in the development of the American Movement. It brought together delegates from all parts of the country, united the cooperative forces, and set on foot the organization of an American Wholesale. During the first six months after this event the League added the names of more than 1,000 societies to its list.

COOPERATIVE MOVEMENT STRONGLY SUPPORTED BY ORGANIZED LABOR

The Cooperative Movement in America has undergone a striking revival. In 1916 the American Federation of Labor passed strong resolutions indorsing consumers' Cooperation and provided for the promotion of true Rochdale methods. Since that the labor publications throughout the country have carried on an effective propaganda. The result has been as follows: the subject is brought up in union locals, a committee is appointed to get information, the committee writes to the League, advice and literature are sent, a society is organized, and a store opened. This is the natural current of events.

The Cooperative Movement in America is developing in close alliance with the Labor Movement. The indications are that this alliance will become stronger. It is desirable for both that it should. The Labor Party has taken a stand in favor of the Cooperative Movement. All the indications show that these three social forces—Cooperation organizing the consumers; Labor organizing the workers at the point of production; and Labor in the political field—are destined to go forward together to victory.

Rochdale Cooperative Movement Endorsed by the A. F. of L.

The Special Committee on Cooperation, with the approval of the Executive Council, urges on the trade unionists of the country a practical program for the development of the Rochdale Cooperative Movement. The simple principles of this system are clearly set forth in the appended report.

IN NOVEMBER, 1917, a Special Committee on Cooperation submitted to the Executive Committee of the American Federation of Labor the report which appears below, signed by G. W. Perkins, J. H. Walker, W. D. Mahon, A. E. Holder, and J. W. Sullivan. "All the members of your committee," says the report, "have made the subject of cooperation the study of many years, have had personal experience in conducting or investigating cooperative societies and are acquainted with cooperation as a great world movement."

The report, which follows, was unanimously adopted by the Executive Council:

Your "Committee on Cooperation," appointed by President Samuel Gompers, in accordance with Resolution No. 86, adopted by the Baltimore Convention, November, 1916, present the following as their report:

PRACTICAL PROGRAM FOR EDUCATION IN COOPERATION OUTLINED

Reversing the usual order of reports, the committee submits at the outset its recommendations. They are as follows:

1. That a qualified trade-unionist cooperator be appointed by the President of the American Federation of Labor to serve one year as lecturer and adviser on the practical work of Rochdale cooperation.

2. That this appointee shall have office room in the American Federation of Labor Building in Washington, which shall be the center of information by correspondence and otherwise on the subject.

3. That he shall visit localities in which cooperative societies are in process of formation or have already been formed, and give practical information to the officers and members of such societies, making out routes of travel for this purpose so as to conserve his time and perform the work at a minimum of expense.

4. That it shall be understood that central labor unions and local trade unions as such shall not form cooperative societies, but shall appoint committees from their membership to act in cooperation with other citizens who are in sympathy with the trade-union movement in assisting in the upbuilding of a general cooperative movement.

5. That every local trade union under the jurisdiction of the American Federation of Labor be requested to contribute the sum of one dollar ($1.00) in order to establish successfully the Federation bureau for promoting and advancing the cause of true cooperation in the United States and Canada.

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COLLECTIVE COOPERATION NECESSARY TO PROTECT WAGE-EARNERS

Your committee believes the submission of this practical program to be of more value to the trade unionists of the country than an extensive survey of the cooperative movements of the world or any exhaustive dissertation on the principles of cooperation, which might be made the subject matter of a report, except to say that we have found that protests, denunciations, condemnations and investigations are alike without power to influence employers to pay the rate of wages they should pay; provide safe and healthful conditions of employment, or establish the relationship that should obtain between the employers and the workers or the reasonable hours that should constitute a day's work.

The only way we have been able to assure these conditions has been through the establishment by the trade-union movement of a powerful organization of workers to enforce labor's just demands.

This is just as true of the merchants and business men as it is of the employers. Protests, denunciations, condemnations and investigations will not enable us to obtain permanently the best articles which we use in every-day life for just prices.

There is nothing that will accomplish this purpose except organization, and the cooperative movement is the organization that is designed to protect the workers in their relations with the merchants and the business men in the same sense that the trade-union movement protects them from the employers. The two movements are twin remedies.

If we had a thorough cooperative movement throughout America, comprising in its membership the workers thereof, there would be less need for official governmental food control agencies.

And without that kind of organization established permanently to deal with this question there is no guarantee to the workers that the cost of living for them and their families will be permanently placed on the basis that should obtain, and it is for that reason that we believe that the American Federation of Labor should assist in establishing, building up and strengthening in every way possible a legitimate organization of bona fide workers in our country and Canada as part of the great world's cooperative movement; so that after the trade-union movement has secured for the workers the wages that they are entitled to for the labor they perform, they may be assured in spending those wages that they will get for them their full value.

We hold that it is just as essential that a workingman should get ten dollars' worth of actual value for his wages when he spends them as it is that he should get the ten dollars that he is entitled to for the labor that he performs.

GOVERNMENT SHOULD UTILIZE AND EXTEND COOPERATIVE ENTERPRISES

We would also recommend that the United States Government be requested by the Executive Council of the American Federation of Labor to take up the question of the cooperative movement in connection with its activities relative to the high cost of living, with a view to utilizing as far as possible the existing cooperative organizations for immediate purposes and encouraging the creation of additional cooperative organizations where they are needed and conditions are suitable.

There has been assembled in the offices of the American Federation of Labor a considerable body of literature on the subject, among which are the standard works, reports from various countries, and lists of recent publications.

Your committee has excluded from its consideration all forms of associated work which do not fall within the strict limits of the Rochdale cooperative system.

GENERAL PRINCIPLES OF ROCHDALE SYSTEM SET FORTH

The simple principles of this system are:

1. A democratic organization.
2. One vote for each member with equality in share ownership.
3. Cash returns quarterly to members of the difference between the total amount they have paid for their purchases and the lesser total cost of these purchases to the cooperative society; including among the costs depreciation and a reasonable amount for a reserve fund to meet emergencies and extend the business.
4. Rejection of the principle of profit.
5. Current interest on loan capital.
6. Sales where possible preferable to members only.
7. Distributive cooperation to precede productive.
8. A sufficient number of retail stores to be established to assure a market before a wholesale department is created.
9. Observance of method recommended by the International Cooperative Alliance.

COOPERATIVE AND TRADE-UNION PRINCIPLE MUTUALLY HELPFUL

All the members of your committee have made the subject of cooperation the study of many years, have had personal experience in conducting or investigating cooperative societies and are acquainted with cooperation as a great world movement. In their judgment the cooperative principle and the trade-union principle give rise to no hurtful interference with each other, but are mutually helpful, and each is in a degree beyond measure a factor in the economic, social, political and educational development of the wage-working masses.

An Important Labor Law

THE FEDERAL EMPLOYEE is in receipt of a clipping from an old issue of the *New York Sunday News* which contains an interesting account of the way in which the Prevailing Rate of Wages law was placed on the statute books of New York State in 1894. So great was the importance of the measure that it was commented on at the time of its passage by the press, legislators, labor leaders, and the public as being the most advanced, albeit conservative measure, ever enacted in this country in recognition of the rights of the working masses. This law amended the labor laws of the state so that mechanics, laborers, or workingmen employed by the state or the cities or their contractors should receive the prevailing rate of wages for a day's work, and that none but citizens of the state should be employed on public works. As a precedent the law had great influence in molding subsequent legislation for the benefit of the country's toilers.

The necessity for the relief sought by the bill had long been apparent. Contractors had been accustomed to bid on public work at figures so low that they could make a profit only by hiring non-union mechanics and laborers at low wages. Men poured into the state each season from Canada, Great Britain, and elsewhere to work for what they could get. By living as cheaply as possible they were able to save money, which they took away with them when the season closed. This resulted in the exclusion of American workmen from many jobs, in the lowering of wages, and in constant contention.

Not the least notable feature of the case is that this far-reaching legislation was carried through the State Legislature very largely through the efforts of Lodge No. 1 of the United Order of American Carpenters and Joiners of New York City (later merged into the Brotherhood of Carpenters). The activities of the lodge in this matter were centered in a committee of which John J. Daly, for many years President of the Immigration Branch of the United States Civil Service Retirement Association, Ellis Island, New York, was secretary. His strenuous and effective work in the cause was recognized by the presentation to him of the pen used by ex-Governor Flower in signing the bill.

Of Course

"Why are hotel bellboys called 'Buttons?'"

"Because they're always off when you need 'em most."

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Wire Workers *vs.* Mr. Burleson

The recent 20 per cent raise in telegraph rates was not made necessary, as claimed by Postmaster General Burleson, by the wage increase granted telegraph operators in 1918. Light is thrown on the wage question from the wire workers' side. The treatment accorded the Western Union by the Wire Administration is contrasted with that accorded the men at the keys.

Written for THE FEDERAL EMPLOYEE

By S. J. KONENCAMP

President of the Commercial Telegraphers' Union

POSTMASTER General Burleson has announced an increase in telegraph rates amounting to 20 per cent, claiming that the wage increases granted in 1918 make this step necessary. On behalf of the telegraph workers I wish to deny that this claim is valid. In our opinion the increase in rates has been made to take care of the large profits allowed the Western Union Telegraph Company.

THE TRUTH ABOUT WAGE INCREASES GRANTED TELEGRAPH OPERATORS

There have been but two announcements made by the Wire Administration in relation to wages. The first was made in August last, when a bonus running up to about 10 per cent, which had been paid by the Western Union Telegraph Company during 1917 and the early part of 1918, was discontinued and an increase of 10 per cent in wages announced. This bonus did not apply to all employees, nor was the 10 per cent granted to all, but in any event this could not be construed as an increase granted by the Wire Administration. In some cases the readjustment resulted in a slight decrease in pay. The next announcement was on December 31, when employees who had been in the service continuously for six months to one and a half years were granted an increase of 5 per cent, and those who had been in the service continuously for more than one and a half years were granted a 10 per cent increase. The Postal Telegraph Company amended this so as to grant 10 per cent to all employees affected. Thus the maximum wage increase granted, apart from the old bonus of 1917, was 10 per cent.

Even this increase did not apply to the smaller offices, and no fewer than 5,000 employees of the Western Union alone were deprived of any increase by various restrictions announced. In addition to this, the Sunday overtime rate of time and one-half was reduced to about time and one-seventh. Again, the earnings of many workers instead of being increased were actually reduced by the Burleson award of December 31, 1918.

Another reason for our denying the correctness of Mr. Burleson's statement is the fact that there is no wage scale worthy of the name in the commercial telegraph companies. The maximum salary for Morse operators is $160 and the minimum is $70 per month; for printer operators the maximum is $105 and the minimum $55; for clerks the maximum is $100 and the minimum $40. There are no classes nor grades, and most of the workers receive a wage nearer the minimum than the maximum. In actual practice it has happened within the last few months that positions paying the higher ratings have been abolished, and the duties assigned to workers receiving a lower rate. In some cases the reduction has amounted to as much as $35 a month. Wherever they can—and that is almost everywhere—the companies are filling vacancies at lower salaries than were previously paid.

HOW RETURNING SOLDIERS FARED WITH THE TELEGRAPH COMPANIES

Soldiers returning from France have been told that they were not entitled to any increase in pay and are being reemployed at their 1917 ratings. Others have been told there are no vacancies at their old salary ratings and have been offered employment at reduced wages. In several instances workers who were drafted in October and released in December were denied vacations for 1918 on the ground that they had been furloughed. When one or two of these draftees took exception to the term "furlough" they were informed that had they followed the companies' instructions, and sought deferred classification, they would have been entitled to vacations, but that by waiving exemption, they waived also their vacation rights.

With these facts in hand, is it strange that the telegraph workers dispute Mr. Burleson's statement?

HOW THE WESTERN UNION FARED WITH THE GOVERNMENT

Now for the other side of the picture. We find that the earnings of the telegraph companies advanced during 1917 and 1918. President Carlton, of the Western Union, made a statement during March, 1918, showing how the company had added $5,000,000 to its surplus in 1917 to provide for a "rainy day." Incidentally, this surplus totals $30,000,000 put away for a "rainy day" during the last nine years.

The Western Union dividend rate in 1914 was 4 per cent; in 1917 it was 7 per cent. The Wire Administration allowed the Western Union $8,000,000 per year to guarantee the increased rate of dividends during the period of government control. This is 8 per cent on the $100,000,000 capital stock. Of this $100,000,000 nobody has ever been able to find that more than $16,000,000 of real money has been put into the property. In addition to the $8,000,000, the Western Union is allowed to retain all its nonoperating income and the income from its eight transatlantic cables, while the Government, besides meeting all other expenses, promises to maintain reserves for depreciation and sinking-fund purposes on the same basis that the company maintained them.

The original dividends of the company were paid from both land and cable tolls, but the Government allowed 1 per cent additional to be made up from land-line revenues alone. President Carlton, of the Western Union, says this is a fair contract, and surely he should know.

TELEGRAPH OPERATORS UNDERPAID; MR. BURLESON'S FIGURES INCORRECT

As a matter of fact Postmaster General Burleson stated in December last that the revenues of the property

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would not permit of any wage increase other than the one granted, ranging from 10 per cent to zero—mostly zero. Even Mr. Burleson admits the telegraph workers are underpaid. With a minimum of $2.69 per day for Morse operators, $2.25 per day for printer operators, and $1.92 per day for clerks, the raising of $16,000,000 per year additional—the amount President Mackay of the Postal Telegraph Company claims the 20 per cent increase in rates will yield—to provide for what Mr. Burleson claims is a wage increase of $3,000,000 or thereabouts, is ridiculous on its face. This is evident even if there had been a wage scale adopted the requirements of which would lead us to believe that any of Mr. Burleson's figures as to the expense thereof are correct.

If Mr. Burleson had declared the rate increase essential to make possible necessary increases over and above the present wage scale, we might forgive him, but to say it is for the purpose of making provision for increases in wages already granted is adding insult to injury.

"Mr. Burleson, Sweat-Shopper"

A scathing arraignment of the "Political Master General" (to borrow a Harveyism) for his unjust and inhumane treatment of the postal employees. The author cites cases illustrative of the way in which these workers have been systematically "sweated," not only to their own injury, but also to the marked detriment of the morale of the service.

WHAT'S the matter with the mails? Where's that letter that should have been delivered day before yesterday? What has Mr. Burleson been doing to the postal system? Why haven't the workers had an equitable share in the wage increases granted civilian government employees in general?

Considerable light is thrown on these and other questions that naturally arise in an inquiring mind, in a series of articles by William Hard, in *The New Republic*, in the first of which, entitled "Mr. Burleson, Sweat-Shopper," he summarizes the situation by declaring that the Postmaster General "has demoralized the service by dehumanizing it."

GRINDING DOWN THE PAY OF THE POSTAL EMPLOYEES

After characterizing the substitute letter-carrier system as "an atrocity," the author brings in the case of E. A. Whitney, a substitute carrier in the Chicago postoffice, who testified before the House Committee on Postoffices in December, 1917, that for three and one-half years he had reported for duty at 6.10 a. m., remaining on the bench on call all day, his actual working hours varying from four to zero. Of course a substitute is not paid for holding down the bench, and his earnings average between $40 and $50 a month. Yet in his report for 1914, the Postmaster General recommended that the pay of substitutes (earning an average of $420 a year) be reduced by five or ten cents an hour.

After their years of substituting have passed, those who still have the courage to remain in the service become regulars at the princely entrance salary of $800 a year. An annual increase of $100 is allowed them, if efficient, until they reach the dizzy height of $1,100 in second-class offices, and $1,200 in first-class offices. The department, however, realizing the danger of making the service top-heavy by undue generosity to those higher up, suddenly discovered a distinction between the letter-carriers who collect mail and those who deliver it, notwithstanding the fact that they take the same entrance examination, serve the same sentence as substitutes, and then become regulars at the same basic salary. So, in 1915, an order was issued that "in future the maximum salary of letter carriers assigned to the collection of mail be fixed at $1,000 per annum."

The average annual pay of letter carriers in normal times, on basic salaries, for the first nine years of service, is $742, an amount below the lowest estimate of the cost of decent living for a family even before the war. Yet the First Assistant Postmaster General told the House Committee on Postoffices that salaries of postal service employees for the fiscal year 1920 should not be increased.

In 1917 Congress enacted a 10 per cent advance for certain employees, but the postal service employees were thoughtfully excluded therefrom by special advice of Mr. Burleson in pursuance of his relentless policy of Hooverizing on salaries. During the next two years, however, an intricate device was put into operation, by which the lower-grade employees will get their old annual salary advance of $100, and the top-grade employees (and they alone) will get a genuine additional advance of $100, and even this increase was earnestly opposed by the department.

The cost of living between 1917 and 1918 went up 15 per cent, while the average wage of letter carriers rose to the extent of one-half of 1 per cent; so that, as Mr. Hard observes—

> Mr. Burleson can say that by constant vigilance he has quite succeeded in preventing his employees from coming anywhere near an equalization of their wages and their expenses. He owes this success partly to his pressure on Congress against advances and partly to his continuous ruthless application of all rules tending toward removals of older men and toward their replacement by men younger and lower-graded and cheaper.

But the direct cutting down of salaries and refusal of increases and replacement by men at lower pay were not the only possibilities that opened up before Mr. Burleson's mental vision. To allow clerks who worked on Sunday to take a day off during the week following was deemed an unreasonable favor and forthwith revoked.

Next, it occurred to his fertile mind that still further economies could be effected by reducing promotions from once a year to once in two years.

AGED EMPLOYEES INHUMANELY TREATED UNDER BURLESON REGIME

Nor is this all. In some departments of the Government there are individual instances of consideration towards its aged employees, and in many positions outside of the Government, retirement and pension systems solve the problem of their superannuated, but not so in any office under the supervision of Mr. Burleson, whose First Assistant Postmaster General tells a convention of postmasters—

> Some postmasters refrain for humanitarian reasons from recommending the removal of aged employees. This condition is wrong. The only proper course is for every postmaster to put all his employees on notice that salaries will be scaled and adjusted to meet the declining efficiency of the older clerks and carriers.

TYPICAL BURLESON RECOGNITION OF LOYAL AND FAITHFUL SERVICE

That his merciless system of saving dollars is at the expense of all enthusiasm, incentive, or loyalty on the part of his employees, matters to its author not at all. A typical instance of departmental recognition and appreciation of faithful service is recorded by Mr. Hard in the case of Mr. Richardson, who, after serving the Government for fifty-nine years, was rewarded by a demotion from $1,100 to $1,000 and, a few months later, by a further reduction to the foot of the list of substitutes.

During the first three years after the reduction system was in good

(*Continued on page* 285)

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THE ARLINGTON MANSION

Arlington and Decoration Day

This article tells of the origin and growth of the beautiful custom of strewing yearly with flowers the graves of our country's soldier dead, and of the transformation of the historic colonial estate of Arlington, forever to be associated with memories of Washington and Lee, into the Nation's Pantheon.

By GERTRUDE E. MACKENZIE

ON THE THIRTIETH of this month throngs will gather from far and near to make the fifty-second pilgrimage to their common shrine—the silent city of the dead at Arlington—to pay their tribute of love and respect to those who "gave their lives that the Nation might live," and, with renewed patriotism, to "here highly resolve that these heroic dead shall not have died in vain." And again will Memorial guests gather inspiration from the scenes of silent grandeur wrought alike by nature and by art: the quiet waters of the Potomac flowing peacefully between the Nation's Capital and the Nation's Sepulcher; the roomy old mansion which has welcomed Lafayette, Clay, and Webster, and which was so intimately associated with the history of the world's bloodiest fratricidal strife; the last resting-place of its victims, marked by granite shaft or humble headstone; the gardens of blooming flowers that spend their lives each year in spelling out the names of loved commanders, and in perpetuating in form and color the varying designs of army corps badges; the Temple of Fame inscribed with the names of its dozen heroes; the Monument to the Unknown Dead, whose remains, impossible of identification, were gathered from corpse-strewn battlefields, and whose "names and deaths," its inscription reads, "are recorded in the archives of their country, and its grateful citizens honor them as of their noble army of martyrs"; the nearby amphitheater and rostrum where each year the floral offerings are supplemented by the verbal tributes of a grateful people. It is hoped that by another year these exercises may be held in the beautiful new marble structure being erected in the form of a Greek temple, but this is not yet sufficiently near completion to be dedicated before autumn at the earliest.

THE SOUTHERN ORIGIN OF DECORATION DAY

The origin of strewing graves with flowers is thus eloquently described by Chauncey M. Depew:

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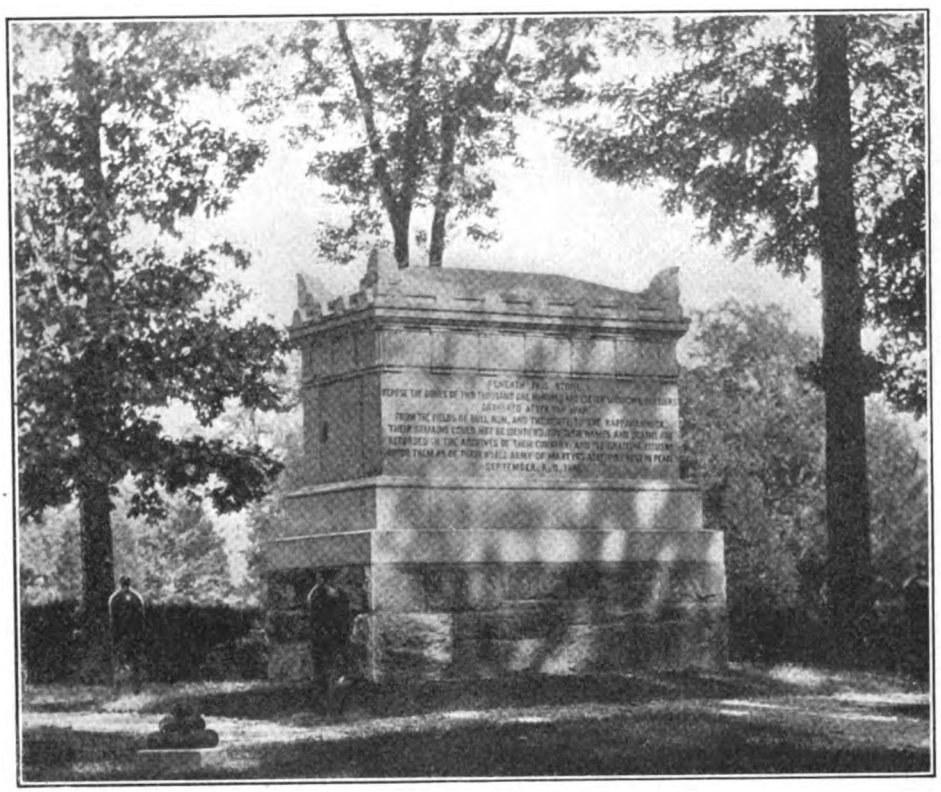
When the war was over, in the South . . . the widows, mothers and children of the Confederate dead went out and strewed their graves with flowers; at many places the women scattered them impartially also over the unknown and unmarked resting places of the Union soldiers. As the news of this touching tribute flashed over the North, it roused, as nothing else could have done, national amity and love. . . . It thrilled every household where there was a vacant chair and an aching void in the heart for a lost hero whose remains had never been found; old wounds broke out afresh, and in a mingled tempest of grief and joy the family cried, "Maybe it is our darling!" Thus out of sorrows common alike to North and South came this beautiful custom. But Decoration Day no longer belongs to those who mourn. It is the common heritage of us all, and will be celebrated so long as gratitude exists and flowers bloom.

On May 5, 1868, Gen. John A. Logan issued the following general orders:

The 30th day of May, 1868, is designated for the purpose of strewing with flowers the graves of comrades who died in the defense of their country during the late rebellion, and whose bodies now lie in almost every city, village and hamlet churchyard in the land. For this observance no form of ceremony is prescribed, but posts and comrades will, in their own way, arrange such fitting services and testimonials of respect as circumstances may permit.

In compliance with these recommendations, May 30, 1868, was generally observed as the first Memorial Day. The services were held at the mansion in the afternoon. By executive order, the government offices were closed in order to allow their employees to attend, and flowers were contributed from government conservatories and by the women of Washington. The orator of the day was James A. Garfield, then Congressman from Ohio, and among the invited guests were fifty-four little children who had been orphaned by the war.



THE MONUMENT TO THE UNKNOWN UNION DEAD

FROM A COLONIAL ESTATE TO A NATIONAL CEMETERY

The grounds constituting the National Cemetery were originally part of a grant made by Sir William Berkeley, Governor of Virginia, to Robert Howsen, in 1669. After that it passed to the Alexander family, from whom the city of Alexandria takes its name, and from the Alexanders it was purchased by John Parke Curtis, the son of Martha Washington and the immediate ancestor of George Washington Parke Custis, who, with true artistic appreciation for the beautiful, modeled his home—the present Arlington House—after the ancient Temple of Theseus at Athens; and from the time of its erection to the breaking out of the war it was known as the finest specimen of landed proprietor's residence that could be found within the limits of the Slave States. It was built of brick and stucco, and the material for its construction was produced on the grounds about it. Brickyards were established on a portion of the estate, now part of Fort Myer, where the bricks were burned under Mr. Custis' own supervision.

At the death of Custis, in 1857, the estate was transferred to his son-in-law, Lieut. Robert E. Lee. At the time of the outbreak of the war, Lee was in Texas, but was recalled to Washington by order of the War Department, March 1, 1861. It had been his intention at this time, in case Virginia were not involved in the struggle, to retire to his home at Arlington and refuse to take any part in the conflict, but the secession of Virginia cast the die for him, and he resigned his commission. On April 22 he and his family left Arlington for Richmond, never to return, and on the following day he accepted the position of commander-in-chief of the forces of Virginia.

Two days later the first battalion of the great army of the North swept into the District of Columbia. The first campfires were lighted among the oaks of Arlington, and the mansion itself became the headquarters of the commanders of the troops quartered on the grounds, and soon long lines of tents dotted the hillsides.

By 1864 the interments made at Soldiers' Home Cemetery—then the only military cemetery in Washington—had exhausted every available inch of space, and the disposal of the remains of soldiers dying in Washington had become a serious problem. Late one spring afternoon a year before the close of the war, as Quartermaster General M. C. Meigs was walking past the White House grounds, he heard the familiar voice of President Lincoln inviting him to step into his carriage and take a ride. This ride took them to Arlington, and after a conference with a corps of surgeons in charge of the hospital tents, while the two men stood on the terrace in front of the mansion awaiting the arrival of the carriage, their attention was attracted to a sad procession passing within a few feet of them. On common canvas stretchers, borne by members of a detailed squad, were bodies being carried to the lower part of the grounds to await the coming of the burial squad to convey them to the already overcrowded Soldiers' Home Cemetery. Stopping the sergeant in command of the squad, General Meigs asked, "How many men are there awaiting burial?" "With these, a dozen, sir," answered the sergeant, "no bodies have been taken away during the week." "Set down the stretchers," commanded the Quartermaster General, and then, turning to an officer standing near, he said: "Captain, order out a burial squad and see that all the bodies at Arlington are buried on the place at once."

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Thus on May 13, 1864, the first interment of Union dead was made on this site, and the National Cemetery established. Every day from that afternoon on, black ambulances made their way along the dusty highway from the Aqueduct Bridge to the gates of Arlington. In the brief interval elapsing from May 13 to June 30 of that year, the interments at Arlington numbered 2,619, which number was increased to 5,291 during the next year.

In January, 1864, Arlington was occupied by two forts with full garrisons and thousands of tents. In consequence, the Secretary of War recommended to the President that the estate be purchased by the United States Government for military purposes. President Lincoln acted on this recommendation, and on January 11, 1864, the estate of 1,100 acres was put up at public sale and, after but little competition, was bid in by the United States for $26,100.

Neither General Lee nor his wife ever attempted to regain possession. They were but life tenants and had no title to the property, which had been devised by George Washington Parke Custis to his grandson, George Washington Custis Lee. Mr. Lee entered suit, which, after dragging through five years, was taken to the Supreme Court, which sustained the claimant's title to the property. After a conference between the Secretary of War and Mr. Lee, the latter expressed his willingness to yield all claims to the Arlington estate and deed the same to the United States for $150,000.

"TO OUR DEAD HEROES"
BY THE UNITED DAUGHTERS OF THE CONFEDERACY

Thus the beautiful grounds, which had passed through such a changing history, from whose hillsides had echoed alike children's merry laughter and the soldier's last tattoo, became at last the undisputed property of the National Government, to be preserved in all ages in memory of the vast army that lies sleeping beneath the shady oaks on the green lawns among the blossoming flowers or drifting snows.

"On Fame's eternal camping-ground
Their silent tents are spread,
And Glory guards, with solemn round,
The bivouac of the dead."

Democracy in Municipal Employment

Joint action by the city and its employees for the improvement of efficiency and of working conditions in the public service is the object of an agreement recently entered into between the corporation of the English city of Bradford and its workpeople. A joint standing consultative board is established which is to be equipartisan and to consist of representatives of the corporation and of the various groups of employees—teachers, clerks, street railway workers, gas workers, laborers, etc., each group being represented in proportion to its numerical strength. The thirty-two members will retire annually but will be eligible for reappointment. Each side of the board will elect a chairman and a secretary, and administrative expenses will be shared equally by the corporation and the employees. The specific objects of the board are:

To provide for the consideration at regular intervals of wages and rates of pay, hours, and working conditions; to take action to prevent differences and misunderstandings between the corporation and its employees; to consider differences that arise and to establish machinery for this purpose.

To encourage the study of processes and design and of research with a view to perfecting the services concerned.

To provide facilities for the full consideration and utilization of inventions and improvements in machinery or method, and for the adequate safeguarding of the rights of the designer, and to secure to every person concerned an equitable share of the benefits, financial or other.

To make inquiries into the special problems of the services concerned, including the comparative study of organization and methods in this and other countries, and, where desirable, the publication of reports.

The consideration of means to secure for the employees a greater share in, and responsibility for, the conditions under which they carry on their work in so far as it affects the health (including housing) of the workers.

To provide the best means of securing (1) the observance of agreements entered into by the corporation and its employees; (2) the greatest possible security and continuity of employment.

The supervision of entrance into, and training for, the various services of the corporation, and cooperation with education authorities.

To take measures for securing the inclusion of all workpeople in their appropriate trade unions or associations.

To provide that the board shall be the "works committee" for any national industrial council which covers any service of the corporation. —*The Survey.*

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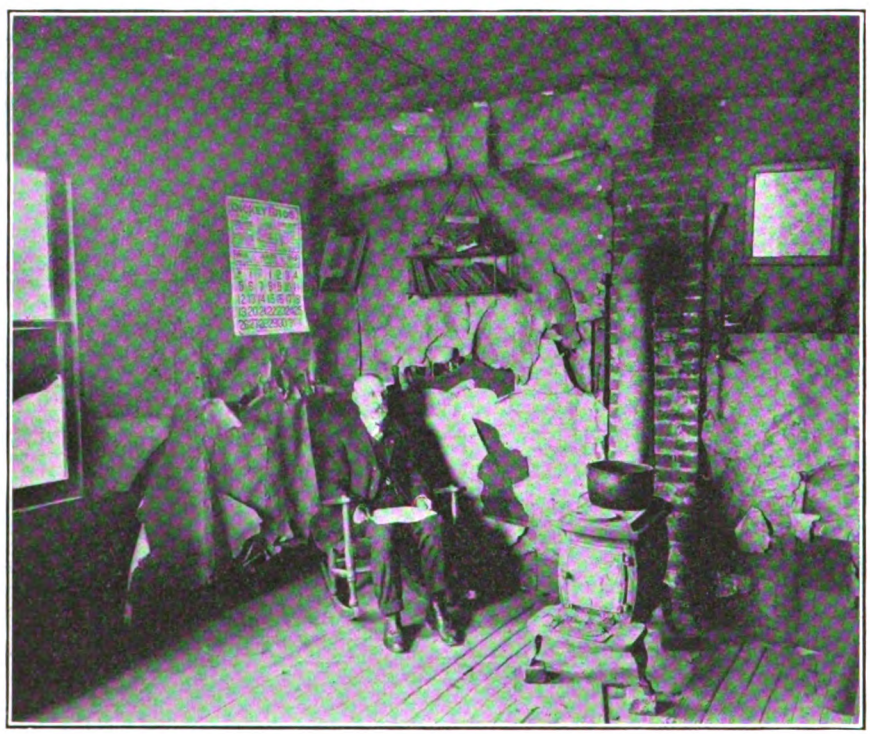
Minimum Wage Strongly Urged

Continuing the discussion of the subject in our March issue, the necessity of the three-dollar-a-day minimum wage, at least in the government service, is strongly urged by a number of Cabinet Officers. Chief Clerk Ayers of the Interior Department presents a graphic and telling argument in support of the proposed legislation.

AS THE TIME approaches for the assembling of the first session of the new Congress the interest of government workers in the various measures to be introduced which have a direct bearing on their welfare naturally begins to rise. This statement is applicable probably as much to the minimum wage question as to any other legislation to be brought again before the two houses. An incident, the account of which recently became available in connection with the consideration of the Johnson-Nolan Minimum Three-Dollar-a-Day Wage Bill, forms a graphic and telling argument for this much-needed relief measure. Chief Clerk E. J. Ayers of the Interior Department, who, it may be said in passing, came up from the position of laborer in the same department, was testifying before the subcommittee of the Senate Committee on Education in charge of the bill named. "I desire," said Mr. Ayers, "to call the attention of the committee to a single case—



A GRAPHIC ARGUMENT FOR A LIVING WAGE

a case similar to that of many others in our department, and there are many who are in worse circumstances than the one that I call your attention to. This is the case of a man by the name of Frank White. The records of our department show that he entered the service in 1889 as a laborer at $660 per annum, after a service of three and one-half years in the United States Navy as a first-class fireman, with an honorable discharge. He has been with us for more than thirty-three years, and is sixty-six years old, and has given more than half of his life to the service of the Government. He owns a little property 3 miles beyond the Chesapeake Junction [about six miles from Washington], and he gets up early in the morning, before daylight, and comes in to work and goes out after dark at night. Today he is getting $840 a year. He has raised a family of nine children—three of whom are now dead—eight boys and one daughter. His elder sons are married and have established homes of their own. Two of his sons are in the military service in France, and his daughter, twelve years old, lives with her grandmother, where he is supporting, educating, and clothing her.

He is a white man, a very intelligent man, eminently qualified for this particular line of work. Now, there is his home [showing photograph to chairman]. That is a little shack, and it has neither lathing nor plastering inside. There are but four small rooms, and the walls are made of paper, and that paper is dropping off, as you can see there. His wife is dead. He is his own housekeeper and he does the cooking and the washing and the ironing. On that stove that you see before you there, which he has had for more than twenty years, he is cooking his Sunday dinner, and that dinner consists of navy beans and fatback. The house is not a suitable place for his daughter to live in, and due also to the fact that there is no one to protect her during the day. Consequently it is impossible for her to live with her father. This small place consists of a shack and a few acres of land on which he has a mortgage of $1,000, and you can judge that he enjoys no conveniences other than the small house, which protects him from the elements.

To my mind, Mr. Chairman, it seems a pity, that the United States Government should employ men of that type, or any other type for that matter, and does not give them enough to live on decently. He has stayed with us as a matter of faithfulness to the Government, and has stayed with us when he could make more in one week outside of the Government than we pay him for one month.

Others have left us, but instances of that kind have been very few. At one time I had in our auditorium our employees and I made an appeal to them to stand by us during the war period, and there were more than 300 of them present, and they all of one accord assured us that they would stand by us and would give us the benefit of their labor in our department during the war period, notwithstanding the fact that the price for labor outside was a great deal more. They did stay with us and they are with us today.

SECRETARY LANE'S VIEWS ON JOHNSON-NOLAN BILL

Adverting to your expressed desire that I take into consideration the general effect of the legislation formulated by S. 3878, I may state that I believe such salary increases would aid this department in obtaining better qualified employees in the mechanical, watch, messenger and labor forces, whose salaries are now less than $1,080. We would be saved from long delays in securing this kind of help, by having fewer vacancies because of reduced turnover in employees, as there would be less dissatisfaction with compensation, and the service would be improved by reason of the fact that better qualified persons would seek appointments whereas they are not now attracted by the salaries paid.

I cannot too strongly advocate the merit of the bill on the ground of its giving a living wage, or more nearly so, to many deserving employees who as a rule have families to support.

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Some are compelled to do other work out of office hours in order to earn

THE HOME OF ONE STARVATION-WAGE EMPLOYEE
(See page 280)

enough to provide for persons dependent on them, and instances are not uncommon of children who should be at school working to help support the family.

SALARY INCREASES FAVORED BY SECRETARY OF AGRICULTURE

I think there is no doubt that the salaries or compensation of low-salaried employees in the government service should be equitably increased. In its estimates of appropriations for the fiscal year 1920, this department submitted supplemental estimates for a minimum wage scale to apply to certain low-salaried employees as follows:

Clerks	$1,000
Clerks (minor)	900
Repairmen	1,000
Skilled laborers	1,000
Gardeners	1,000
Messengers or laborers	900
Messenger boys	480
Laboratory helpers	900
Watchmen	900
Firemen	1,000
Elevator conductors	840
Telephone operators	840
Cabinetmakers or carpenters	1,200
Electricians	1,200
Painters	1,200
Plumbers	1,200
Blacksmiths	1,200
Mechanics	1,200

These suggestions were not included in the Agricultural Appropriation Bill as reported to the House on January 24, 1919.

SECRETARY OF WAR BAKER SUPPORTS THE BILL

My views in general as to the wisdom of the proposed legislation are favorable to it, especially just at this time when because of the high cost of living the minimum salary, which the proposed legislation would allow, is thought to be not more than enough to furnish bare necessities.

MINIMUM WAGE BILL HAS SECRETARY WILSON'S INDORSEMENT

It is difficult to realize how persons can exist on these salaries, particularly if they have families to support. The department is heartily in favor of this legislation.

DEPARTMENT OF COMMERCE FAVORS GENERAL SALARY INCREASE

While the attitude of the department, as set forth in the Secretary's reports, is decidedly in favor of a general increase in the compensation of employees somewhat coordinate with the increased cost of living, it is reluctant to express an opinion on any particular legislation on the subject pending before Congress.

A. F. of L. Convention

(*Continued from page 267*)

maintain by every honorable means in our power the right to organize for our common defense and advancement, for the exercise of our national and constitutional activities to protect and promote the rights and interests of the workers; to assert at any risk the equal rights before the law of every worker with every other citizen; to aid our fellow-workers against the effort to entangle the workers in the meshes of litigation before the courts in the several states; to make effective in our every day lives the principle declared in the law of our republic (the Clayton law), "That the labor of a human being is not a commodity or article of commerce;" to arouse our fellow-workers and fellow-citizens to the danger which threatens to curb and take away their guaranteed rights and freedom; to meet and help solve the vexatious problems of peace and reconstruction. These and other great questions of equal importance will, of necessity, occupy the attention of the Atlantic City Convention.

No Divided Service

The weekly lesson in Sunday school dealt with the corrupting influence of luxury and worldliness, and the golden text was a well-known sentence that the superintendent wished all the children to remember.

It sounded like an easy text to learn and the superintendent, mounting the platform for a final review of the lesson when the school assembled for closing exercises, was sure of a pleasing response from his pupils.

"Who," he began, "can repeat the golden text?"

A score of hands were raised, and the superintendent chose a little girl with blue eyes, a well-bred, well-behaved little girl.

"Well, Dorothy," he said, "you may tell it to us.

Dorothy stood up in the prettiness of her best dress and the daintiness of her hair ribbons.

"You cannot," she said distinctly—"you cannot serve God and mamma."
—*Western Christian Advocate.*

Recent Activities of Our National Organizer

AFTER organizing a local at Charleston, W. Va., referred to in our last issue, National Organizer Peabody investigated conditions regarding federal employees at and in the vicinity of Huntington, in the same state. The next step was the formation of a union at Wheeling. After spending several days in Washington in attendance on the meeting of the Executive Council, Brother Peabody, acting in cooperation with Seventh Vice-President Wiegand, brought about the organization of a local at Annapolis, Md. He then had a conference on various organization affairs with the Executive Council of the Baltimore Union and also with labor leaders of that city. The next move on the program was a visit to New York City, where he had the opportunity of consulting First Vice-President Junker with regard to the work in hand. Thence a short jump to Newark, N. J., for the purpose of gaining information first-hand concerning the situation in that city from President McKenna of Local No. 107. Then followed trips to Albany and Watervliet, N. Y., at both of which places unions were formed.

Further reference to the new locals above mentioned will be found on page 255.

His Compliment

An assistant secretary of one of the federal departments at Washington in conversation frequently betrays his Celtic origin.

One day lately he lost his umbrella during a tour of several shops in quest of an article for his wife. Concluding that the umbrella must have been left in one of the three stores in question, he doubled on his trail and revisited them in turn.

"The umbrella has not been found here," he was told at the first establishment.

The same announcement was made at the second shop, whereupon the official, with a hopeless air, made his way to the third store.

There, to his delight, the umbrella was awaiting him. As the floorwalker handed it over, the overjoyed Celt exclaimed:

"Well, I must say you are more honest here than at those other stores!"
—*Harper's.*

Persistence wins! No power, however strongly intrenched, was ever able to withstand a rightful cause when persistently pressed forward.

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The Lighthouse Service

How our 47,000 miles of coast are made safe for the vast commerce which is ever entering and leaving our ports. The present-day organization, with its faithful and highly efficient personnel and fine equipment, is the result of 200 years' evolution. The various features of the Service are discussed in this article.

By WILLIAM SANGER

Of United States Lighthouse Service, Member of Washington Federal Employees Union No. 2

IN order to trace the humble beginning of our Lighthouse Service we must turn back through a sweep of two hundred years the hands of History's clock, the first lighthouse on the American continent having been

COMMISSIONER GEORGE R. PUTNAM
of Bureau of Lighthouses.

built in 1715-16 at the entrance to Boston harbor, by the Province of Massachusetts; this was supported out of the proceeds of charges laid on vessels, both incoming and outgoing, except coasters.

In addition to the Boston harbor light several lighthouses were built by the colonies. In 1789 Congress authorized the maintenance of lighthouses and other aids to navigation at the expense of the United States. There were at that time eight lights in operation maintained by the colonies, which, with five others, completed later, were ceded to the general Government by the states. Today the Lighthouse Service maintains approximately 1,600 aids to navigation and includes in its personnel nearly 6,000 employees, at a yearly expense of about $7,000,000.

SAFETY FOR COMMERCE SECURED BY HIGH EFFICIENCY

The high efficiency of this service is evidenced by the very small percentage of marine disasters which can be traced to inadequate provision for the needs of mariners. This is the more remarkable from the fact that proper safeguards must be maintained along 47,300 miles of seacoast and rivers, from Maine to Mexico, in the Caribbean Sea, from the southern coast of California to the Behring Sea, on the shores of the Hawaiian and Samoan Islands and the Island of Guam, in the Pacific Ocean, along the Great Lakes, and on the Mississippi and Ohio rivers. Along this vast stretch of coastline and river channels the lights are kept burning regularly from sunset to sunrise, and when needed the fog signals send out warnings at regular intervals.

HUMBLE BEGINNINGS CONTRASTED WITH THE DEVELOPMENT OF TODAY

In the beginning the lighting equipment was crude enough, merely a common oil-burner enclosed in a lantern consisting of a cylinder of heavy wooden frames, holding small, thick panes of glass. Not until 1841 was the first lens used for the purpose in the United States installed at Navesink, N. J. This is still preserved by the service, forming a striking contrast to that now in use at the same place, which is one of the most powerful lights in the world, estimated at 25,000,000 candlepower, the glare of which has been seen under exceptional weather conditions 70 miles out at sea. The largest lens now in use in the Lighthouse Service is in Hawaii. Reflectors consisting of silvered parabolic surfaces or prismatic lenses are also in use, particularly for range lights, which are frequently employed to mark the center line of a channel. The highest light in the service, more than 400 feet above the water, is at Cape Mendocino, Cal.

Man's inventive genius has come to the aid of the mariner in many ways, among others in the form of an illuminating apparatus that may be placed in remote localities, since the light will burn for a long time without attention, some such lights having done constant service for more than a year without giving trouble. The light, commonly called a "blinker," shows for a fraction of a second and is then extinguished for several seconds. Some of these lights flash their warnings 10,512,000 times during the year. They are "in commission" continuously except when there is an unusual prevalence of daylight, in which case a valve is attached which automatically shuts off the supply of gas when the sun shines, and turns it on again when darkness approaches, the gas being ignited by a small pilot flame. This is a marked stride from the ancient wood-fire beacons placed on prominent headlands.

The first fog signal in the United States was a cannon installed at Bos-

DEPUTY COMMISSIONER JOHN S. CONWAY
of Bureau of Lighthouses.

ton Light in 1719, which was fired when necessary to answer the signals of ships in thick weather. The first improvement was the substitution of trumpets about 1855. The next step was the installation of a steam whistle

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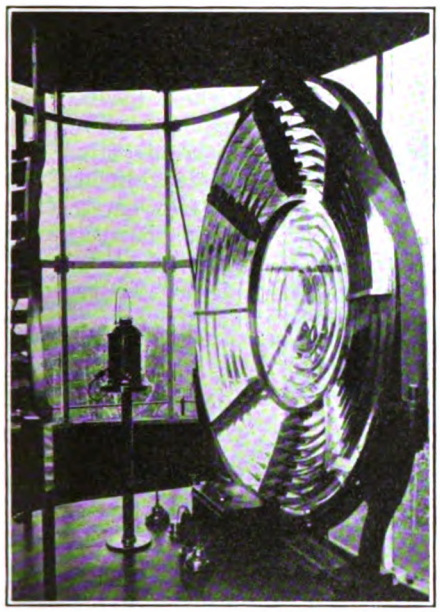
at Beavertail, Rhode Island, in 1857, which was replaced by a hot-air engine about 1866. The earliest experiments with sirens were made in 1857, and



Illuminating apparatus at Staten Island Range Rear Light, Staten Island, New York. Vaporized kerosene is burned under a mantle. The beam of light outside the lens is 300,000 candlepower.

the first installation of such apparatus was made at Sandy Hook East Beacon the following year.

Shoals or other obstructions and channel limits and, in some cases, anchorage grounds are indicated by buoys. These were originally solid wooden spars or were built like barrels. Wooden spars are still extensively used, particularly in inside waters, but built-up buoys are now constructed of iron or steel. In order to give the proper distinctiveness, buoys are marked by certain characteristic colors and numbers.

VARIOUS TYPES OF LIGHTHOUSE CONSTRUCTION DESCRIBED

The type of construction adopted for each lighthouse depends largely on

Cape Charles Light Vessel, off Cape Charles, Va., at entrance to Chesapeake Bay. A modern type. The lens is installed in the lantern, which is reached by a ladder inside the tubular mast.

the importance of the light and the foundation conditions. The simplest type is the post light, consisting of a single wooden post, with a shelf or bracket for the lantern, perhaps with a ladder attached. The daymark or unlighted beacon consists of merely a pile or stake, occasionally with a pointer indicating the channel. In some localities, particularly on rivers in California, where fog is prevalent part of the year, echo boards provided with projecting wings are used, so that passing steamers may be guided by echoes from their whistles.

There are also many different types of attended lights where residents are employed. A common form, frequently used for harbor or like lights, is a combined tower and dwelling of timber or brick construction. For the more important lights the tower is detached from the dwelling and as a rule is fireproof. Many lighthouses at entrances to harbors are built on the ends of breakwaters or pierheads, such structures serving as foundations. A completely equipped light station on a land site usually consists of the light tower, oil house, fog-signal building, keepers' dwellings, work-

Ludington North Breakwater Light, Lake Michigan, showing the accumulation of ice during a severe winter.

shop, water supply and drainage systems, landing wharf, boathouse and ways, barn, and the usual outbuildings, roads, walks, and fences. The heights of towers vary according to the character of the shore and the importance of the light. On the Atlantic coast, where the beach is for the greater part low and presents little relief, comparatively tall towers are required for the principal coast lights, while on the Pacific coast, which is in the main bold and high, a low tower erected on a prominent headland is generally sufficient.

LIGHT VESSELS AND TENDERS PLAY AN IMPORTANT ROLE

In addition to the lighthouses, the service maintains sixty-six light vessels, employed chiefly for warning of danger at sea, at approaches or entrances to harbors, or important points in the courses of vessels where lighthouses would not be feasible or economical; these are of particular value in providing both a light and a fog signal. The details of the interior of the present type of light vessels have been worked out with care; comfortable staterooms and berths are provided; the vessels are steam-heated throughout, sanitary plumbing systems

Lime Rock Light, Narragansett Bay, R. I. Vignette: Mrs. Ida Wilson Lewis.

with baths, toilets, and drainage attachments are fitted, and on some cases electric lights are installed. Three of the most important light vessels on the Atlantic and Gulf coasts—those on Nantucket Shoals, Diamond Shoal, and Frying Pan Shoals, and the relief vessels for these stations, also the vessel on Heald Bank—are equipped with radio, at present operated by the Navy Department in connection with their coast radio system. The complement of a first-class light vessel is generally four officers and ten men, which is varied in the case of smaller and less exposed vessels as conditions justify, down to a minimum of three men all told, for the smallest size of inside light ships.

The work of lighthouse tenders is to attend to the buoyage, to supply the light vessels and isolated light stations both with the ordinary articles for maintenance and materials for construction or repair, and also for inspection purposes when necessary.

A STORY OF SACRIFICE AND DEVOTION TO DUTY

What of the lives of the men (and women, too) who, as keepers of the lights, regardless of hours and hardship and personal sacrifice, give the best that is in them that human life and property on the seas may be safe-

Bluff Shoal Light Station, Pamlico Sound, N. C.

guarded? Care has been taken that keepers and their families shall be suitably housed, and more than 850 dwell-

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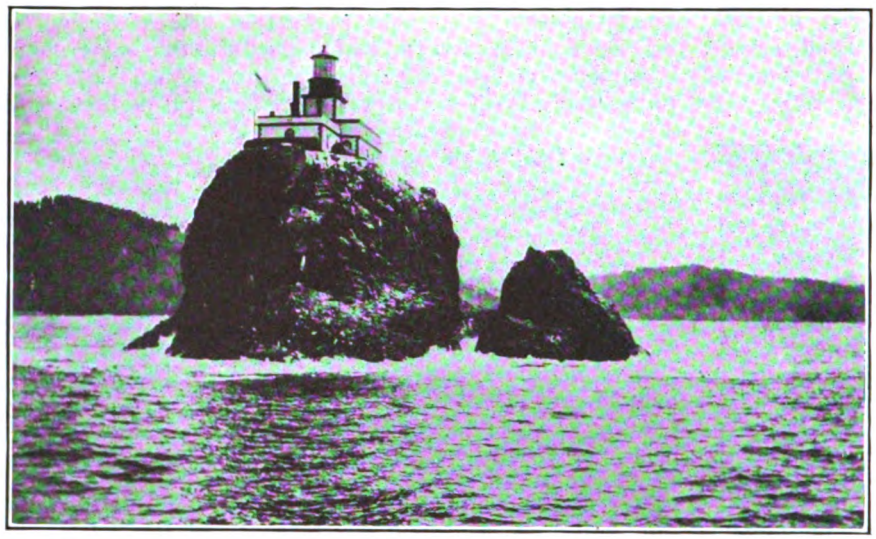

TILLAMOOK ROCK LIGHTHOUSE, OREGON

This lighthouse stands a mile off shore on the summit of a rock seventy feet in height and about an acre in extent. During a terrible storm in October, 1912, the waves carried tons of water and fragments of rock over the tower, 132 feet above the sea, breaking the glass of the lantern, flooding the watchroom, and putting the fog trumpet out of commission. A hundred-ton section of the rock was swept away. Despite the thrilling conditions, the light was extinguished for only fifteen minutes.

ings are provided for this purpose. Necessarily there is great diversity in the types and construction of these dwellings to meet climatic conditions varying from those prevailing on the exposed coasts of Maine, Alaska, and the Great Lakes, to the semitropical environment of Porto Rico and Hawaii. The quarters provided for keepers and their families are, in general, suitable in both architecture and features designed for the comfort of the inmates, including steam heat, where necessary, as well as sanitary plumbing with water-supply and sewerage systems. Wherever conditions permit, keepers are encouraged to raise garden produce for the use of their families. Fuel for heating and cooking is furnished at the expense of the service.

But there is another and sterner side to the picture. The keeper's job may involve living in quarters surrounded by miles of ice, with no vegetation and no water supply other than rainfall, entirely out of touch with the comforts and pleasures of civilized life, without newspapers, theaters, stores, movies, many miles from any seaport and with no companions except the few people required to maintain the light.

A concrete example may be here cited. For real action, a life full of thrills, existence on Tillamook Rock off the coast of Oregon offers opportunities which should satisfy the most exacting. At the outset preparations for the construction of the necessary buildings were made, under great difficulties, by blasting off the top of the rock. The landing of men, materials, and supplies was undertaken only during the most favorable weather conditions. A vessel was anchored clear of the rock and a cable was run to a point where it could be securely fastened. The men were then landed in a breeches buoy and supplies carried over in buckets suspended from the cable. The work was frequently interrupted by storms. Tillamook light was first put into commission in 1881, and since then the keepers have experienced many exciting moments.

The personnel of the Lighthouse Service is of a very high standard considered from the viewpoint of loyalty and devotion to duty without hope of reward. Songs are sung and stories are told of heroes in times of war, but the Lighthouse Service has its heroes and heroines in times of peace, some of whose deeds have become widely known, but in many cases their only recompense is the knowledge of duty well done.

HEROINES AND THEIR DEEDS IN LIGHTHOUSE ANNALS

On this roll of honor are included the names of many women, among whom none is more widely known than Ida Lewis, the heroine of Lime Rock in Narragansett Bay, Rhode Island, who remained in active service until the time of her death eight years ago at the age of sixty-nine. The eldest of four children, she was obliged to row them to school and to bring supplies from the shore to the lighthouse, which is situated on a ledge at the southern entrance of the inner harbor of Newport. Thus she became an expert oarsman. She succeeded her mother as keeper of the light in 1879. During her life she saved thirteen persons, and in all but two of the rescues she was wholly unassisted. In recognition of her heroism she was awarded several medals of honor. Although married, she preferred to be known as Ida Wilson Lewis, by which name she was borne on the rolls of the service.

Mrs. Mary Whitely and Miss Maud King rescued three men from drowning in Charleston harbor on August 21, 1888, and were given medals of honor for the deed.

Many other acts of steadfastedness and daring are recorded in the annals of the Lighthouse Service.

During one year alone (1918) services in saving life and property were rendered and acts of heroism performed by its employees on 158 occasions.

Throughout the service, the employees, from the highest to the lowest, have shown especial devotion and loyalty during the last two years. Many who have been tempted by much higher wages paid by many of the industries incident to the war have remained at their stations. Some who would gladly have "gone over" felt, and rightly so, that their best services could be rendered in their present capacities.

The patriotic zeal of the members of the service rose to the surface during the war in another way that does them great credit. They subscribed to one of the Liberty loans to the number of 1,454, in the amount of $316,550, and the call for military service was answered by more than 1,200.

ORGANIZATION AND FUNCTIONS OF LIGHTHOUSE SERVICE

The Lighthouse Service was under the Treasury Department until July 1, 1903, when it was transferred to the Department of Commerce. The executive center of the service is the Bureau of Lighthouses, comprising an engineering construction division, a naval construction division, and a hydrographic division, at Washington, D. C. The service outside of Washington is divided into nineteen lighthouse districts, each under the charge of a lighthouse inspector, and in each district there is a central office at a location selected on account of either its maritime importance or its geographical position.

This service is charged with the establishment and maintenance of aids to navigation and all incidental equipment and work thereon along the seacoasts and lake coasts of the United States as well as on the rivers of the United States, and on the coasts of all other territory under the jurisdiction of the United States, with the exception of Panama and the Philippine Islands. It has supervision also over the establishment and maintenance of private aids to navigation and the lighting of bridges over navigable waters of the United States. The term "aids to navigation" comprises all land and sea marks utilized

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for the purpose of aiding the navigation of vessels, and includes light stations, fog signals, gas buoys, bell buoys, whistling buoys, submarine signals, minor lights, and day beacons.

COOPERATION WITH OTHER BRANCHES OF THE GOVERNMENT

In performing its duties the Lighthouse Service cooperates actively with all the other branches of the Government engaged in related work, above all with the War and Navy Departments in accordance with law and executive order. The Naval Appropriation Act passed in 1916 authorized the President, whenever in his judgment a sufficient national emergency exists, to transfer to the service and jurisdiction of the War or Navy Department such vessels, equipment, stations, and personnel of the Lighthouse Service as he may deem to the best interest of the country. The duties performed by these transferred units consisted chiefly in work on submarine nets, patrol and watch service, and drill in mine-laying. There has also been cooperation with the Navy and Treasury Departments in the improvement of coast communication facilities. Information as to deficiencies in aids to navigation is received from the hydrographic office, from naval vessels, and from other maritime services of the Government. The Public Health Service aids in matters of sanitation affecting light vessels and stations, providing free vaccination and medical attention for certain classes of employees, and a free medical handbook on the prevention of disease and the application of first-aid remedies; the Bureau of Standards in the design of radio apparatus and in special tests; the Forest Service in the growing and management of timber on lighthouse reservations; the Steamboat Inspection Service in the inspection of steam plants of vessels, etc. The Lighthouse Service supplies information respecting aids to navigation to all branches of the Government having need for such data and cooperates in the placing of buoys for special purposes.

ALL POSITIONS IN THE SERVICE ARE UNDER THE MERIT SYSTEM

The lighthouse should be, and is, a synonym for absolute reliability. Strict rules for the government of the service must be made and observed, and this has been its policy from the earliest days. President Thomas Jefferson, in approving the dismissal of a keeper in a case referred to him for decision, wrote, "I think the keepers of lighthouses should be dismissed for small degrees of remissness, because of the calamities which even these produce."

All positions in the Lighthouse Service have been governed by civil-service rules since 1896, and all appointments and promotions are made on a strictly merit basis. The compensation of all positions in the service not fixed by the law is based so far as practicable on similar requirements in the commercial world. Thus the entrance salary for draftsmen and other technical employees is, as a rule, $100 to $125 a month; for clerks, $75 a month; for junior officers of vessels, $50 to $80 per month; for assistant keepers of lighthouses, $35 to $40 a month; the latter two grades receiving also a subsistence allowance while on duty. The pay of trade and skilled positions is generally governed by the prevailing rates in the locality.

SHORE LEAVE AND EDUCATIONAL FACILITIES FOR EMPLOYEES

Ninety days' shore leave a year is allowed employees on light vessels, and seventy-two days per year for those at isolated light stations. Careful attention is paid to the welfare of employees in all cases in which remedial measures are authorized by law, including compensation for injury or death sustained in the line of duty, and in special cases medical or surgical attendance.

In the matter of educational facilities at stations not accessible to schools and where there are children of school age, inquiry is made from time to time into the education of the children, and any course which will lead to their suitable education is encouraged. Other things being equal, preference is given to employees having children between the ages of five and sixteen years in filling vacancies by transfer to stations convenient to schools. In some instances the state provides traveling teachers, who are transported by lighthouse tenders in making their visits. In 1876 a library system of carefully selected books, with arrangements for their exchange at intervals, was introduced, available to all light vessels and inaccessible offshore light stations.

Many prominent men have been associated with the work of this service, including George Washington, Alexander Hamilton, Admirals Dewey, Schley, Evans, Benson, Caperton, and Mayo; Generals Poe, Alexander, Haines, Casey, and Ludlow, and Professors Bache and Henry.

Congress has recently provided for the optional retirement of keepers and other employees in the field service who have reached the age of sixty-five years with thirty years' service to their credit, and for their compulsory retirement at the age of seventy years. A number of keepers who have been granted pensions have served continuously for more than forty years. The Commissioner of Lighthouses, George R. Putnam, closes his report for 1918 to the Secretary of Commerce by recommending "legislation providing for a system of general retirement for the civil employees of the Government, including office and shop employees of the Lighthouse Service, the need of such legislation being particularly apparent in the work of the service."

Looking toward the future, the service must necessarily increase its activities to meet the ever-growing demands upon it. The development of Alaska with its tremendous stretch of coastline and numerous unsurveyed harbors; the increasing numbers of our merchant marine, which should greatly augment the amount of waterborne freight; the development of our many inside waterways and the wide field which the use of the aeroplane will open up, requiring some method of guiding the airships safely from point to point in their flights—will call forth the best efforts of the service.

"Mr. Burleson, Sweat-Shopper"

(*Continued from page 276*)

working order, the victims numbered 625, as against 59 in the five years previously.

Another case cited by the writer in *The New Republic* is that of a carrier in Weehawken named Concannon, who, after twenty-six years of service, contracted a cold that brought on a touch of tuberculosis. His doctor thought he could be cured, but after one hundred and forty-two days of absence without pay, he was not cured. He returned to work and tried to walk his route but collapsed. Still his doctor thought that six months more might cure him. The editor of *The Hudson Dispatch*, Mr. Haddon Ivins, went to Washington and presented his case to the First Assistant Postmaster General, who became interested in the man and promised to extend his leave by ninety days, and then by another ninety days if necessary. Mr. Ivins returned to his home much gratified at the success of his mission, and Local Branch 96 of the National Association of Letter Carriers invited Mr. Ivins to attend a meeting to receive the thanks of the members, but as he was starting, he received a letter from the First Assistant Postmaster General expressing his regret that Mr. Burleson had countermanded his permission to extend Mr. Concannon's leave.

Thus, not only are hope and courage ruthlessly sacrificed, but, under the Burleson dispensation, human life is regarded as a cheap commodity, and even a negligible quantity so long as by disregarding it a record for economy can be made, whatever it may cost.

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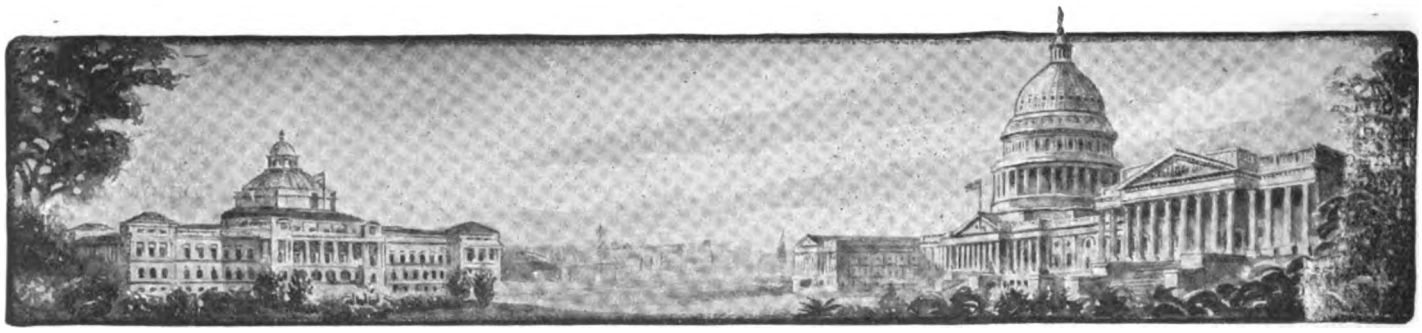

Editorials

WHO SHALL CONTROL OUR SCHOOLS?

We devote several pages of this issue to the discussion of the teaching of "current topics" in our public schools. The problem in its broader aspect is dealt with by Charles H. Judd, professor of English in the University of Chicago. A concrete case, in many respects typical of cases which are coming to the surface in various parts of the country, is set forth in the experience of Alice Wood, the Washington high school teacher, recently disciplined by the Board of Education of that city for alleged indiscretion in treating the subject of Bolshevism in the classroom. The questions presented, viewed both locally and nationally, are fundamental, particularly to the great mass whom Lincoln lovingly termed "the common people," and to whom our public schools spell Hope and Opportunity for their children and their country.

These questions involve among other things: The right of the people to control their schools, including of necessity the right to know what is being done from day to day by those in charge thereof; the right of teachers to give instruction free from indefinite and unreasonable limitations imposed by members of boards of education; the right of teachers to organize for the proper protection of their interests and for collective bargaining.

With respect to these fundamentals the Washington Board of Education in dealing with the case of Miss Wood has acted without regard to law or justice or sound public policy. Its procedure is but the natural outcome of a vicious system, a system in which the people have no voice whatever in the conduct of their schools, the members of the board being selected by the Justices of the Supreme Court of the District of Columbia who, in turn, are appointed by the President of the United States. That a board composed of persons possessing at least an average of intelligence and ability (such composition we freely grant), one-third of the membership of which consists of lawyers, should persist in the course followed in the Wood case seems incomprehensible. The failure to call the original witnesses (high school pupils) followed by the failure to question the secondary witnesses (the parents) on whose letter the case is based, the star-chamber character of most of the proceedings (seemingly a palpable evasion, if not a violation, of law); the deliberate suppression by the board of one of the most important pieces of evidence—the report of the committee with which Miss Wood sat in supposedly "friendly conference;" the construing to her detriment, of Miss Wood's written communication (included in our report)—these features, among others, combine to produce what would be a veritable "comedy of errors," were it not for the grave considerations involved for the people of the community, the teachers, and the pupils.

Although there may be palliatives for the present situation, such as changing the personnel of the board and developing to the greatest extent attainable the strength of the teachers' unions, which already have accomplished much and are destined to accomplish still bigger things in the days to come, there is but one real remedy. This is to change absolutely the existing system of school control by placing it in the hands of the people of Washington, where it rightfully belongs. Every effort should be made to bring about this result as soon as possible, and to this end the organized federal employees should give their best efforts in cooperation with the teachers, with organized labor in general, and with all other forces and agencies that stand for democracy in education.—J. G. G.

NFFE

REMEMBER OUR NEXT CONVENTION

Every local should take heed that our next annual convention will be held early in September; that there will be brought before that body for consideration and action problems that will tax to the utmost the brains and the energies of the ablest representatives of our membership; and that now is none too early to begin to give careful thought to questions pertaining to both men and measures for the occasion.

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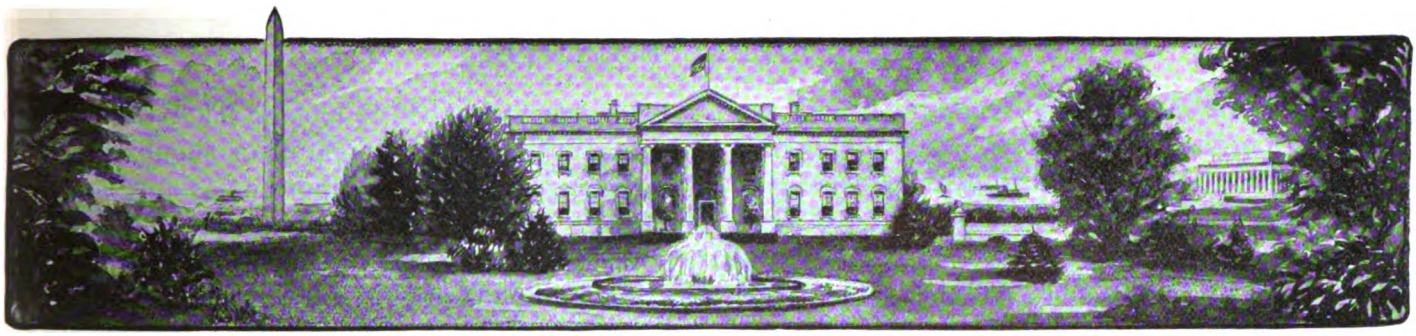

UNIONISM AND SOCIALISM

Can it be possible that some of the statesmen of Texas, since the enactment by that commonwealth of a state-wide prohibition law, have resorted to peyote or similar powerful drugs as a substitute for more orthodox stimulation? Otherwise, how are we to account for their "seein' things" lately that none of the rest of us have seen or even suspected? Last month, former Senator Bailey discovered that the Democratic party had become Socialist, and now we learn, upon authority of the Associated Press, that the Hon. Thomas L. Blanton, of the Abilene congressional district, had, in an address before a national good roads convention held at Mineral Wells, Tex., on April 18, announced his belief that "Socialism is nothing but unionism, and unionism is in with applied Socialism." We furthermore learn from the same despatch that Brother Blanton informed his audience that the people of the United States must awake to the impending danger to their liberty because of the attitude of organized labor and of Samuel Gompers, President of the American Federation of Labor.

"Forewarned is forearmed," and now, following the advice given to Johnny, we can "get our gun" and prepare to sell our lives dearly before "the attitude of Samuel Gompers."

But more than this is necessary. We must dispel from our minds the egregious error that unionism and Socialism are different. Has not Congressman Blanton told us that, although bearing different labels, they are one and the same article; and would he, without full knowledge, have essayed so to inform a good roads convention in his home state?

Just for purposes of comparison, however, we set forth our now exploded notions of the fundamental differences between the aims and objects of Socialism and those of unionism. Congressman Blanton would not, surely, deny us this last poor privilege. Until enlightened by Brother Blanton we had entertained the idea that, while unionism contemplated the modification, in a substantial manner, of the existing industrial system, by substituting collective bargaining for individual bargaining between employer and employee, and democratizing management, Socialism contemplated the complete abolition of the system (which the Socialist calls the "wage system") as *inherently* bad. The Socialist speaks of the present plan of industry as the "competitive regime," and, holding that competition in industry is an evil in itself, advocates in its stead the establishment of what he terms the "cooperative commonwealth," in which employer and employee (whom he usually designates as the "exploiter" and the "exploited") will be unknown. The only "employer," if such it might be called, would, under the plan of Socialism, be the state, or county, or city.

It is common knowledge that in the ranks of the unionists are many Socialists, and both are opposed to unrestricted private capitalism, believing that such a status involves virtual slavery; but the overwhelming preponderance of unionists entertain the belief that competition in the world of industry is a valuable factor, provided it be properly regulated, and, given conditions under which the worker can bargain with the employer on even terms, they do not object to capitalism, or at least are unwilling to abandon the certainty of the present wage system for what they consider the untried sea of the cooperative commonwealth of the Socialist.

Imbued, as we feel he must be, with the true missionary spirit, we bespeak for our companions in error, the authors of our standard text-books on political economy and social science, the kindly consideration of Brother Blanton. Surely he will note their pitiful groping in the darkness, and lead them into light!—G. A. W.

NFFE

OUR VERSATILE POSTMASTER GENERAL

Just now the Hon. Albert Sidney Burleson is coming in for even a larger share of public attention than usual—of the *kind* of attention the less said the better. But few realize the versatility of his genius. Known to all as Postmaster General and as the Supreme High Chief of Wires and 'Phones, many have not yet learned to visualize him as Sweat-Shopper, Unionizer, Service-Wrecker, Espionager, Thought-Junker, and Polit-

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ical ex-Expert. No one who reads the convincing narratives in the *New Republic,* which hold a very candid mirror before the Postmaster General, will doubt that Mr. Burleson's claim to the distinctions before recited is established beyond question. We may breathe easily once more—the mantle of the many-sided Mr. McAdoo has not departed from us. Verily, the genial Postmaster General seems to have fallen heir to the versatility of the great Secretary. Would that the comparison could be carried farther.

There is no occasion to be envious of Mr. Burleson or to make light of his title-deeds to a place, such as it may be, in history. No mere paper distinctions his—far from it. All of the formidable list of "honors" above rehearsed have been earned by dint of persistent activity in the fields suggested, wherein Mr. Burleson shines as a past grand master. Mr. Burleson stands alone; he need fear no rival in his odious preeminence. True, the past has had cabinet officers who have played the tyrant and cabinet officers who have wrecked the services entrusted to them. But it may well be doubted whether in the entire history of the United States Civil Service there can be found an instance of the head of a great department of the Government whose administration has been so cordially hated and condemned by so many classes of our people on so many grounds as is that of the Postoffice Department under Mr. Burleson. We devoutly hope that in the public interest and for the sake of our brethren in the postal service, whose cause is our own, the day of deliverance from the hand of the Philistine is not far distant.—J. G. G.

NFFE

TO DRIFT OR TO STEER?

Lord Bacon said among many wise things that every man owes a duty to his profession. Is not this true of the government employee? Does he not owe a duty to his calling, a duty over and above the mere performance of his daily work however essential that may be? Is it not true that he should give of his time and effort and means toward building up the public service? In order to do this effectually he must combine with his fellows working toward the same end. No man escapes responsibility by keeping aloof from movements with which he should be connected. Today organization brings the only opportunity for accomplishing the best constructive results. Organization acts as a directing and stabilizing force, as the greatest foe of anarchistic movements and "similar heresies." This is a basic fact often overlooked, especially by those who have not yet learned to look on labor unions with equanimity. The thinking man should see that by acting as an isolated unit he not only deprives himself of the opportunity to do things worth while but deliberately places himself under the direction of his neighbor whose vision is clearer. If one wishes to pass through life without playing the man's part in controlling to some extent at least his environment, he may justify such a course to himself. In that case, however, he should not complain of his lot nor expect aid from others.—J. G. G.

NFFE

THE OBSESSED SCHOOL BOARDS

What strange obsession afflicts school boards that they should be so different from other public bodies? Why should they be among the worst of employers? Why should they forever be quarreling with their employees? There was a time when employers denied their men the right of organization, and refused to see committees representing them. They arrogantly declared they would run their own business as they saw fit. But that is a thing of the past. Few employers now hold out against the demand for collective bargaining; few, that is, aside from school boards, These august bodies, presumably public servants, exclude teachers from any part in the management of education. If protest is made the objectors are investigated to see if they are traitors or have Bolshevist tendencies. Political democracy is recognized, and industrial democracy is rapidly growing. But there must, if we would heed the school boards, be no democracy in education. What nonsense is this? Upon what meats do these men feed that they are grown so great? Must the school teachers go through the long struggle that has marked the advance of organized labor in order to secure simple justice?—*The Public.*

NFFE

A NEGLECTED OPPORTUNITY

Some brother addicted to the statistical habit would do well to estimate what proportion of our membership realizes even in a slight degree the power latent in the union label. The general adoption of the demand-the-label policy by trade unionists, government employees included, of course, would add tremendously to the economic influence and power of the great mass of humanity who work for their daily bread.

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"My Day's Work"

As was true of the "Day's Work" stories last month, those which appear below represent federal employees serving Uncle Sam in very different capacities and places—one traveling with a Weather Bureau exhibit in Illinois, the other wrestling with money allotments and similar perplexities among an Indian tribe in the West.

Forecasting the Weather

"My Day's Work" series has hardly more than begun when we come down to talking about the weather. Not a very promising start, you say? But there's weather and weather. Read Brother Hurd's story of the way weather is sent "knocked down" to Washington and there assembled, and then, Oliver Twist-like, you'll ask for more.

By WILLIS EDWIN HURD

United States Weather Bureau, Washington, D. C., and Member of Washington Federal Employees Union No. 2

I BELIEVE that a real air of romance may be brought to surround even the most prosaic of desks. The prosody rests in our own minds, for it is our privilege to see poesy in everything—by which I mean there is nothing unilluminable in any of our daily tasks.

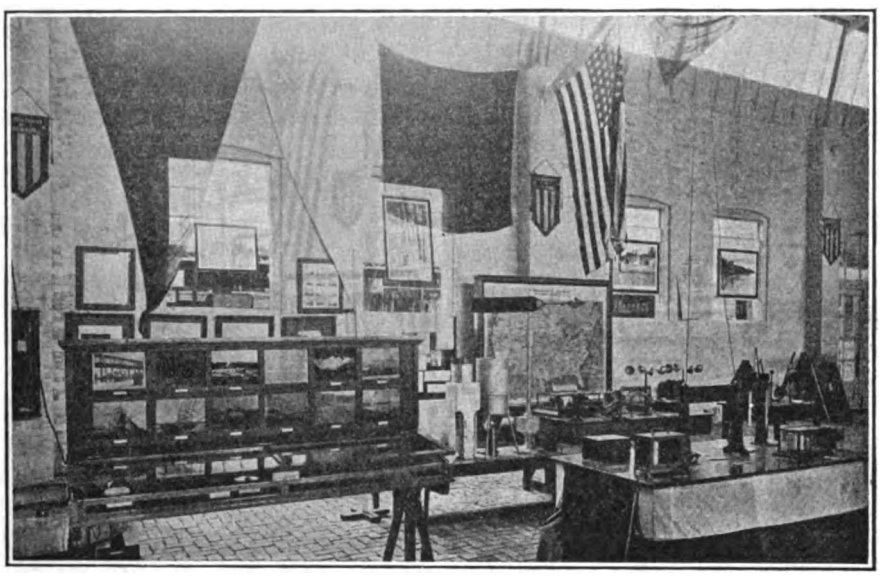
I sit at a desk a greater portion of the time and handle data pertaining to the weather, principally that at sea. But I purpose telling you at this time of another and quite different day's work in the service of Uncle Sam which I have the opportunity of spending occasionally: it occupied nearly three months of my time last year. The reference is to demonstrating government exhibits for the Department of Agriculture in the field.

Every midsummer and fall the Office of Exhibits conducts its "educational official shows" at many of the state fairs of the country, arranging for a sufficient number of separate exhibits by circuits to cover as large a territory as possible. For the season of 1918, in addition to the regular demonstration work amongst the economic features, we were particularizing so far as possible upon our general fitting into the scheme of winning the war.

My first participation in exhibition work was at the Illinois State Fair in Springfield during August. We had three freight-car loads of packed material to be unloaded and assembled in the building set apart for the purpose. Two cars reached us in ample time, but the third arrived late on the evening preceding the opening day of the fair. The freight officials promised to spot the car on the proper siding at 4 o'clock on the following morning, so we made full preparations for unloading at that time. Therefore, imagine us before break of dawn setting out for the fair grounds in a taxi, sleepy-eyed but imbued with the spirit of jolly adventure, ready to take charge of the teamsters and other laborers who had been engaged for the early hour. Yes, we were on hand, and so were the workmen; but it was more than midforenoon before our promised car rolled up. We attacked the packing cases almost savagely.

Well, that day slipped into the spaces occupied by uncountable days, but it left behind for us a finished exhibit and an exuberance of feeling that could only spring from a sense of satisfaction in the accomplishment of work under difficulties.

So, with the opening of the doors on the following morning, behold—to adopt the phraseology of Mayne Reid—the big government exhibit assembled: material from agriculture represented by the Bureaus of Weather, Forestry, Public Roads, Animal Industry, Chemistry, Entomology; material from the Bureau of Fisheries; from the Army; from the Navy. Truly, to be a demonstrator in the midst of this; to watch the crowds pulsing from scene to scene under such conditions; to talk to and with the exuberant people of the prairie and to feel the first real touch of the West was an experience to be joyous over officially and personally.



VIEW OF WEATHER BUREAU EXHIBIT, SPRINGFIELD, ILL., AUGUST, 1918.
Transparencies and instruments in foreground; glass weather map in background.

To me the main exhibit was that of the Weather Bureau. And why not? I had spent over it hours of "fear and trembling;" of pride and confidence. It was a reminder of the weather observer's work in the days of my station experiences, when windvanes and anemometers; sunshine recorders and rain-gauges were a part of my existence. It was my little Weather Bureau world away from home, and when I was not called off on other duties, I was generally to be found "at home" to tell the visitors the great story of how we daily make the picture of the weather experienced over the whole United States at 8 a. m. and 8 p. m., 75th meridian time; of how we foretell the weather that is to come; how we warn of the frost,

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the hurricane, the flood; how we explore the upper air to chain its knowledge to what we know of the weather around us; how in fact we daily enter into the realms of the partly unknown to probe for the last secret nature holds for us.

It was 9 o'clock in the morning, and a prairie farmer and his wife, after inspecting the case containing bottles of dried products in the chemistry exhibit, came down the aisle between two of my tables, and stopped to gaze interestedly upon the anemometer cups, light aluminum discs which were whirling merrily around.

"I've seen things like those on the top of the Weather Bureau building in Springfield," said the farmer. "Don't they have something to do with the wind?"

"Yes, they measure its velocity," I replied, and explained the instrument. "At all Weather Bureau stations there are certain appliances on the roof, or other open-air exposed position where there is the least possible obstruction from surrounding buildings or trees. Each appliance measures a certain weather condition. Electrical contacts are made and each type of weather is registered in the office on a sheet of paper set to time about a cylinder which is turned by clockwork. The instrument which contains this cylinder and the delicate recording parts you see here in the quadruple register — quadruple, because it registers on a single ruled sheet four different elements of weather: wind direction, wind velocity, sunshine, and rainfall."

"Oh! then that makes the weather forecast?" asked the woman, brightly.

"No, but it helps. Just let me explain a bit of our observation work. We might suppose this to be a real Weather Bureau office—one of the 200 regular stations maintained in the United States for observing weather. Imagine that I am taking the 8 a. m. observation, which is also being taken at every other station simultaneously. On the roof of the building I look at the sky to see if it is clear, partly cloudy, or cloudy. Then I go to the thermometer shelter. You will see my thermometers on this other table. The first instrument gives the air temperature at the present time. In connection with the thermometer by it with the muslin wrapped about the bulb, we obtain the relative humidity of the air, or the percentage of moisture the air can hold as compared with saturation, at the present temperature. Mounted on the next frame are what we call the maximum and minimum thermometers. One gives the highest temperature since the last observation; the other the lowest. And here we have a thermograph, or writer of temperature. This is a combination of metallic thermometer bulb and mechanism, together with a cylindrical clock. The recording pen is set to time on the record sheet around the clock, and the temperature reading is traced thereon throughout the day.

"Over against the wall is the barometer, an instrument by which is read the pressure of the air. The column of mercury in the tube exactly balances the weight of a column of air of the same diameter extending to the limits of the atmosphere. The weight of this air column is continually changing, with the passage of storms and other weather conditions, and the change is indicated by the height of the mercury in the tube.

"Now we come to the 'wind-measurers' which you first noticed. The

A MOMENTOUS OCCASION

In the midst of packing, at the close of the State Fair, we are invited to a special fish dinner at the Bureau of Mines car. Note our general air of comfort and expectancy. Incidentally, this was no dress affair.

cups are so made that a certain number of revolutions—about 500—indicate a mile of wind, by observations made from known velocities. An electrical contact is made on the dial of the anemometer underneath at the end of each mile, and the closing of the circuit through the batteries to the quadruple register is indicated by a hitch in the recording line on the register sheet. The number of these hitches made during an hour indicates the wind velocity during that time.

"The wind-vane is also connected electrically, and as the circuit closes every minute through the clock, the direction of the wind at that minute is shown on the register.

"If there is rainfall, let us measure it. This rain-gauge is constructed for that purpose. The receiver is exactly 12 inches in diameter at the top, but narrows down like a funnel to the bottom. Inside the gauge, under the funnel, is a two-compartment bucket. It is so constructed that each compartment holds exactly one one-hundredth of an inch of the rain falling into the receiver. The full bucket then tips and the other compartment comes into position to catch the rain. Each tip closes an electrical circuit, and the hundredth-inch of rain is recorded on the quadruple register sheet.

"The glass instrument you see here is the sunshine recorder. It is a kind of thermometer which requires actual sunlight to operate it, and while it is in operation, by the action of the register mechanism, a distinctive zigzag line is traced on the sheet. Thus we know the hours of sunshine.

"Now we have the required data: cloudiness, temperature and pressure of the air, wind velocity and direction, and the amount of rainfall, all of which are necessary parts of the observation. The observer at the station now puts the many English words to describe the 8 o'clock weather into a few code words and they are telegraphed to Washington, and distributed as necessary to other stations that make a weather map or a weather forecast. This procedure occurs at every Weather Bureau office, and when the data are assembled on a blank map of the United States, there appears a picture of the weather at the given time over the whole area.

"On these graphic charts the direction and rate of progress of storm and fair weather areas; hot and cold regions; and the distribution of all the other types of weather prevailing at the time, being now mapped out, the forecaster deduces from them the kind of weather which is expected at any given area 24 to 36 hours or more in advance. That is, the forward movement of weather conditions is anticipated, and in our latitudes they always move to the eastward. Thus storms, cold waves, and other adverse as well as agreeable weather may be foretold. Of course thousands upon thousands of dollars' worth of foodstuffs and property, not to mention numbers of human lives, are saved annually by the warnings.

Thus the day went on, the talk being general or special, as the case indicated. "We depend upon the Weather Bureau," said the Illinois farmer, and his remark was echoed by others.

It is great pleasure talking to interested people. There is enthusiasm in it, and as one catches and imparts the up-bubbling spirit of fellowship, the unity of man in his life, ideals, sympathies, and purposes, becomes more closely established.

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Payday among the Osage

Again the scene shifts. This time the government worker's day is passed among the richest of our Indians—the Osage—in Oklahoma, who live "on Easy Street," relieved of sundry worries incident to emergency salary increases, reclassification problems, and kindred essentials, which constantly confront Uncle Sam's civilian employees.

By ESTELLE BROWN

U. S. Geological Survey, Washington, D. C.

IT WAS annuity-payment day at Osage Agency, Oklahoma, and as I walked up the steep hill to the agency office I found myself frankly envious of the lucky Indians, who this day were to receive, as recompense for being born Osage, eight hundred odd dollars for each enrolled man, woman, and child. Although early in the day, several high-powered cars were parked in front of the office, from which building presently emerged the newly enriched, low-powered owners, who lumbered into their respective chariots, to be whirled into town to begin the joyful spending of their quarterly allowance.

Oklahoma is inured to the sight of a Chalmers or a Cadillac car, its dusky owner's initials in gold on the doors, driven by Rich Lo, his hair artistically arranged in two long braids over his shoulders, his generous girth upholstered in the finest of embroidered broadcloth blankets, his moccasined foot firmly pressed on the accelerator, and the tonneau of the car filled to overflowing with Mamma Lo and Little Los, proportionately girthed and similarly appareled. Certainly Solomon in all his glory rode not forth like one of these; nor do I believe that Solomon's stenographer, or scribe, or however he designated the unfortunate person who paid the bills, was ever called upon to draw a check or count out shekels for $1,452 to cover a bill for meat and groceries for eighty days for Mr. and Mrs. Solomon and Solomon, Junior—which is one of the many things I did that payment day at Osage.

THE LO FAMILY HAVE NOT LEARNED TO LIVE "ON A DIET"

Doubtless Solomon was a good provider in his day, and all the Mrs. Solomons and juvenile Solomons subsisted luxuriously on locust and wild honey and goat steaks, or whatever in those days was the equivalent of porterhouse and winter strawberries, but still I contend if Solomon had to pay $1,452 for subsistence alone for eighty days for himself and the first Mrs. Solomon and the first baby Solomon, before he had footed the bills for the remaining four hundred and ninety-nine Mrs. Solomons he would have summoned his trusted military police and bade them go find him another gold mine.

EMPLOYEES AT OSAGE AGENCY

Yet on reaching my desk, among the many formal requests from the accounts clerk for checks I found one requesting me to draw a check against the account of David Copperstone for $1,452, in payment of a bill presented by a local grocery company for supplies furnished David within the last eighty days. The bill was carefully itemized and would have been a liberal education for the benighted Caucasian who thinks all Indians are poverty-stricken individuals, existing only by the grace of a paternal government. There were more porterhouse steak, canned lobster, and fancy groceries listed on that bill for one Indian family for a period of eighty days than any government clerk has seen since Germany upset the world's bread basket back in 1914.

Now, David Copperstone's family consisted of himself, wife, and one child, whereupon an official of the agency felt it his duty to remonstrate with David over his extravagance.

"See here David," he said, "it's such excessive accounts as this one of yours that is making Congress consider withholding from parents the funds of the children. When the parents squander money as you are doing, we have to do something to stop it."

But David was not convinced of the error of his ways. "I didn't squander the money," he stated. "I needed those things to live. I only bought what we needed to live well."

The official pointed out to him that in his own family, consisting of six persons, in the same period of time his bill for meat and groceries was less than one-eighth of that of the Indian's, and that his family was well fed.

"Humph!" grunted David, in whose bright lexicon there was no such word as *courtesy;* "you agency white folks live like dogs"—which, after all, is not so bad as it sounds, for an Osage dog lives very well indeed.

I have an idea that the average Washington government employee thinks of Indians, when he thinks of them at all, as wretched creatures living in teepees and eking out a precarious livelihood going on the warpath in the movies. He might be surprised to know that the average yearly cash income of an Osage Indian is five thousand to twenty thousand dollars, seldom less, often more, and that from the Osage point of view being a government clerk in Washington on $2,000 a year or less —Oh, yes! oftentimes quite a bit less —represents a very low stratum of living indeed—which of course is no argument against the lucidity of the Osage viewpoint.

But I digress from the bills on my desk waiting to be canceled by checks drawn in payment thereof. These bills have been appearing in numbers of late, apparently cognizant of the fact that an annuity payment was about due, and mutely begging assistance from a humble government clerk in liquidating themselves. Let us look at some of them.

Most of them are for the so-called necessities of life as seen through the moneyed Osage eye, namely, food and —no, no drink. There were no liquid refreshments listed on these bills, but that does not necessarily imply that the Osage thirst remained unquenched. Not at all. On the contrary, as the seasick but polite Frenchman told the lady who asked him if he had dined.

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THE FAMILY RAIMENT IN KEEPING WITH THE TABLE

Silk—yards and yards of it. Osage women wear silk from the time they cut the first tooth till they lose the last one. No cotton frocks for Osage children but the brightest, stiffest of silk. And ribbon! I am positive that an Osage girl of ten years or so can put fourteen yards of ribbon into a hair bow and then look only fairly well caparisoned in the matter of bows.

From this item of $400 for blankets one would suppose this family was equipping a company of soldiers, or perhaps a regiment. Blankets to Indians are what embroidered mottoes were to New England housewives—you simply couldn't keep house without 'em. They indicate your moral standing in the community.

One item on many of the bills puzzled me until I asked the accounts clerk to enlighten me. "June 1, books, $10; June 10, books, $20." Were, then, Osage men literary in their tastes? What were the books? They were "brokeage books," issued by local stores to Indians temporarily "broke," and were good in trade at the issuing store. Not so musical to the ear as coins jingling in the pocket but quite as satisfying in results.

And so all day I pay bills for the members of the Osage tribe who for various reasons could not quite be depended upon to pay them themselves. And now it is closing time. Something like a million dollars has changed hands since the office opened in the morning, and most of us were willing to call it a day. Doubtless we would have found the day's work more exhilarating had the million passed into our hands instead of through them. The financial clerk beckons us on leaving to tell us a joke on Milly. Milly is the pretty girl cook at the school club, whose admirers are legion. A dear old Indian woman, searching for her grandchild at the school, had happened into Milly's kitchen at an opportune moment and surprised one of the admirers ardently kissing Milly. As it wasn't the favorite admirer, Milly was naturally anxious that the matter did not go further, so she gave the old lady a dollar not to tell anybody. The old lady accepted the dollar, came to the office and promptly told her friend, the accounts clerk. Whereupon that kindly disposed gentleman, thrusting his hand into his pocket, produced another dollar and presented it to the old lady, advising her to go out and tell everybody she knew, which she agreed to do.

And so the day ended with laughter, which is a very good way for any day to end.

Industrial Arbitration in Australia

A remarkably frank discussion (here slightly abridged) in the *American Federationist* of the practical workings of compulsory arbitration in Australia for nearly a quarter of a century of the net results.

By GEORGE S. BEEBY

Minister for Labor and Industry and Associate Commissioner of the Board of Trade, New South Wales

MORE than twenty years ago with the concurrence of both employers and workmen, Australian Parliaments passed laws providing for the settlement of all industrial disputes either by courts of arbitration or by wage boards. Many different systems have been tried, and compulsory arbitration has had a fair trial over a period of nearly a quarter of a century. The arguments in favor of the system were, that it saved the community from the waste arising from strikes; that it offered the wage-earner a surer, quicker and less expensive method of getting improved industrial standards; and that by open investigation before public tribunals, the needs and aspirations of workers became better understood by the whole community.

COMPULSORY ARBITRATION HAS FAILED TO PREVENT STRIKES

Arbitration has failed as a means of preventing strikes. Organized labor has refused over and over again to accept the decisions of the tribunals, and has called innumerable strikes, although their duration and intensity may have been lessened. Little regard has been paid to the law which makes strikes illegal. No government has ever yet attempted to rigidly enforce the anti-strike law, and the public generally regard strike penalties with good-natured contempt. It is recognized that no law can make men work, once they become involved in a definite dispute, and that the only effective line of action which a government can take is to provide machinery for conciliation. Today there is a definite movement by all the strongly organized unions against the whole system. They contend that their most effective weapon is the right to call a strike at any time and under any circumstances, and many of them now refuse to submit their cases to the arbitration courts. On the other hand, weaker unions such as shop assistants, laundry employees, women workers in factories, and restaurant employees, still rely on arbitration, as it gives them better results than they can achieve by striking. But even these workers resent the restrictions which the law places on their rights particularly when they want to take part in a sympathetic strike.

CONDITIONS BETTER FOR WORKERS THAN IN "FREE" COUNTRIES

The reproach of sweated industries has been removed from Australasia. With slight exception, women and children who work in occupations which lend themselves to oppression and misery are, compared with those in "free" countries, guaranteed decent factory conditions, reasonable hours of labor, and minimum wages. Child labor is strictly controlled and supervised, and in factories particularly, the tendency is to reduce still further the working hours of women and juveniles.

The unskilled worker, the product of modern industrial methods, is protected from over-competition for employment. Much of his improved condition is attributable to scarcity of labor, but the incentive to organization, the power to drive a collective bargain, originated with the earlier arbitration awards, which gave him a status previously unknown.

The constant open inquiry into wages and working conditions of employees has been of great educational value, and has led to more sympathetic consideration by the public of the workers' agitation for a higher standard of comfort and to a wider public interest in economic problems.

On the other hand the wages fixed by the court have generally become standards. A very small proportion of workmen can command rates above the different minima prescribed. The result has been the leveling down of labor to a common plane.

Compulsory arbitration has also prevented employers and workmen from coming together, and trying to arrange their own conditions of employment.

Today the whole system is in the melting pot. The idea of a minimum wage and the standard eight-hour day will never be repealed. All classes and all political parties in Australia have finally accepted the principle that it is the duty of the State to prescribe a national minimum wage for an eight-hour day, and to allow no competition in the labor market below that living margin. But all the elaborate machinery for the general control of industrial regulation by laws is falling into disrepute and complete revision of the whole system is inevitable.

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With the Poets

"Yankee"

(With unusual apologies)

I went into a factory to find a job to do;
The superintendent up an' says: "We got no work for you."
The guy they gave my old job to, he giggled fit to die;
I went into the street again, and to myself said I:
O 'twas Yankee this, and Yankee that, and "Yankee, ataboy!"
But it's "Awful sorry, Yankee," from the people who employ.
The people who employ, my boys, the people who employ;
And it's "Awful sorry, Yankee," from the people who employ.

I went into an office with my chevron o' discharge;
The boss he greets me joyful with a "Glad to see you, Sarge."
"I come to take my job again," I then began to sing.
The boss he says he's sorry, but he hasn't got a thing.
O 'twas Yankee this, and Sammy that, and devil-dog Marines,
But it's pretty chilly comfort with no jack within your jeans;
No dough within your jeans, my boys, no kale within your jeans;
And it's hard to buy a dinner with no jack within your jeans.

You talk o' reconstruction an' a lot o' high-brow truck,
But a bird that's out o' money is a jake that's out o' luck.
Hand out a job to every gob and doughboy when he asks,
An' you won't need no committees on reeducation tasks.
O 'twas Yankee this, an' Yankee that, an' "Yankee, lick the Hun!"
But its "Busy, call again, sir," when the dirty war is done;
The worksome war is done, my boys, the irksome war is done;
An' it's where's the job for soldiers when the nasty war is done?

—F. P. A., in the *New York Tribune*.

The Commuter and His Ticket

My commutation ticket has been punched all full of holes.
Conductors do not realize that tickets may have souls,
But I know (and the ticket knows) that such is not the case:
There's meaning in each punch hole in its travel-punctured face.

For each conductor has a mark that is his very own;
By crescent, circle, spade or square his handiwork is shown.
Each mark relates a story of a trip to East or West—
A story that the ticket holds within its paper breast.

This oblong tells about the trip where first I saw my sweet;
This square reminds me of the time I offered her my seat;
This diamond is the journey where I looked into her eyes;
This arrow is the morning when we only spoke in sighs.

This double star reminds me how a trip for life was planned;
This circle was recorded when I asked her for her hand.
The ticket's month expires there, but I shall not be vexed,
Because its little story is continued in the next.

And when I bring my bride to town I hope they punch a heart,
And when I bring her home they ought to punch a Cupid's dart.
Then later, when I ride to work, to earn her bread and mine,
They'll wish me luck and fortune if they punch a dollar sign.

And if success rewards my daily business trips to town
(Which fact will be recorded on my ticket by a crown),
Perhaps a few years afterward the trainmen of the line
Will find a group of little tickets traveling with mine.

—Henry J. Myers in the *Railroad Men's Magazine*.

Our Soldier Dead

"In Flanders fields, where poppies blow,"
In France where beauteous roses grow,
There let them rest—forever sleep,
While we eternal vigil keep
With our heart's love—with our soul's pray'r,
For all our Fallen "Over There."

. . . . . .

The earth is sacred where they fell—
Forever on it lies the spell
Of hero deeds in Freedom's cause,
And men unborn shall come and pause
To say a prayer, or bow the head,
So leave these graves to hold their dead.

Let not our sighing nor our tears
Fall on them through the coming years,
Who on the land, on sea, in air,
With dauntless courage everywhere,
Their homes and country glorified—
Stood to their arms, and smiling died.

Great France will leave no need nor room
That we place flowers on their tomb—
And proudly o'er their resting place,
Will float forever in its grace,
O'er cross and star, and symbol tag,
Their own beloved country's Flag.

The morning sun will gild with light,
The stars keep holy watch at night,
The winter spread soft pall of snow,
The summer flowers about them grow,
The sweet birds sing their springtime call,
God's love and mercy guard them all.

—Annette Kohn in the *New York Times*.

Morituri Te Salutant

In this last hour, before the bugles blare
The summons of the dawn, we turn again
To you, dear country, you whom unaware,
Through summer years of idle selfishness,
We still have loved—who loved us none the less,
Knowing the destined hour would find us men.

O thrill and laughter of the busy town!
O flower valleys, trees against the skies,
Wild moor and woodland, glade and sweeping down,
O land of our desire! like men asleep
We have let pass the years, nor felt you creep
So close into our hearts' dear sanctities.

So, we are dreamers; but our dreams are cast
Henceforward in a more heroic mold;
We have kept faith with our immortal past,
Knights—we have found the lady of our love;
Minstrels—have heard great harmonies, above
The lyrics that enraptured us of old.

The dawn's aglow with luster of the sun . . .
O love, O burning passion, that has made
Our day illustrious till its hours are done—
Fire our dull hearts, that, in our sun's eclipse,
When Death stoops low to kiss us on the lips,
He still may find us singing, unafraid.

One thing we know, that love so greatly spent
Dies not when lovers die: From hand to hand
We pass the torch and perish—well content,
If in dark years to come our countrymen
Feel the divine flame leap in them again,
And so remember us and understand.

—P. H. B. L. in the London *Spectator*.

The Shepherd of King Admetus

There came a youth upon the earth,
Some thousand years ago,
Whose slender hands were nothing worth,
Whether to plow, or reap, or sow.

Upon an empty tortoise-shell
He stretched some chords, and drew
Music that made men's bosoms swell
Fearless, or dimmed their eyes with dew.

Then King Admetus, one who had
Pure taste by right divine,
Decreed his singing not too bad
To hear between the cups of wine.

. . . . . .

His words were simple words enough,
And yet he used them so,
That what in other mouths was rough
In his seemed musical and low.

Men called him but a shiftless youth,
In whom no good they saw;
And yet, unwittingly, in truth,
They made his careless words their law.

They knew not how he learned at all,
For idly, hour by hour,
He sat and watched the dead leaves fall,
Or mused upon a common flower.

It seemed the loveliness of things
Did teach him all their use,
For, in mere weeds, and stones, and springs,
He found a healing power profuse.

Men granted that his speech was wise,
But, when a glance they caught
Of his slim grace and woman's eyes,
They laughed, and called him good-for-naught.

Yet, after he was dead and gone,
And e'en his memory dim,
Earth seemed more sweet to live upon,
More full of love, because of him.

And day by day more holy grew
Each spot where he had trod,
Till after-poets only knew
Their first-born brother as a god.

—James Russell Lowell.

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THE OPEN FORUM

THE FEDERAL EMPLOYEE invites letters from its readers on subjects which properly come within the scope and purpose of the magazine. Particularly desired are suggestions which place the emphasis on the constructive side of things, looking toward the improvement of the United States Civil Service and of the condition of its employees.

Communications should be written concisely and should not exceed 300 words in length, otherwise the editorial blue pencil may have to be used. Please write on one side of the paper only. Typewritten manuscript, OPEN-SPACED, will be greatly appreciated by the editors. Each correspondent should retain a copy of his contribution. Every communication must be accompanied by the writer's name and address, which will be withheld from publication on request.

THE FEDERAL EMPLOYEE assumes no responsibility for expressions of either fact or opinion by correspondents.

PRIZE ANNOUNCEMENT

Until otherwise announced, THE FEDERAL EMPLOYEE will pay the sum of five dollars for the letter published in the OPEN FORUM which shall be adjudged the best in the number of the magazine in which it appears. Contributors will please bear in mind that communications intended for publication in the OPEN FORUM of a certain month should be in the hands of the editors by the tenth of the month next preceding.

The Editors venture to remind correspondents that it is desirable that letters intended for publication in the OPEN FORUM *be written as concisely as possible in order to give the "other fellow" a chance to be heard.*

Fit the Misfit

The government service contains probably thousands of "misfits," owing to lack of machinery to adjust square pegs to square holes. This indicates, suggests our correspondent, an important line of work for our organization.

To the Editors:

A misfit in the sense used in this article is an employee specially trained or fitted for certain duties but who is engaged on other work of relatively less importance. On almost every hand we find these misfits. Why is it that these employees scattered here and there are not occupying positions for which they are specially qualified and in which they can render better service to the Government? This condition exists solely because no systematic effort has been made to collect data relative to the special qualifications of employees and to place such information before the various administrative officials. In other words, no contact point has been established between these employees and the supervising officials. If a supervising official desires to secure the services of a specially trained man, on whom will he call and to whom will he apply? He doesn't know. Does he have complete data on file to help him? No. He picks a man from a limited list furnished by the Civil Service and then has to wait six months before he can determine whether the appointee is qualified. If an employee desires to place himself in a position where he can follow his special line, can he do it? No, because he has no way of knowing of the opportunities offered. There is a need for some arrangement which will bring the two together. The case of an employee whom I have in mind and to whom I shall refer as Mr. A. will serve to illustrate the need for such machinery.

THREE TYPICAL CASES OF MISFITS AND THE OUTCOME

Mr. A was employed in a small division in one of the departments for two and one-half years as a stenographer at $1,200 per annum. Before entering the service he had had several years' experience as secretary and personal stenographer to the president of a large commercial concern, and had been frequently called upon to attend business conferences and to make verbatim reports of the proceedings. This duty he performed with credit. He was intelligent, well versed in English, of excellent appearance, and possessed exemplary habits. Although he had been in the division referred to for two and one-half years, he had not been promoted, because he was a statutory employee and no vacancy had occurred in a higher grade to which he might have been advanced. One morning one of the assistant secretaries of that department called upon the various bureaus for stenographic assistance. Mr. A. was one of those loaned to help perform the task. His work was done so well that he attracted the attention of that official. A little later he was again pressed into service to report a hearing. So well was this work performed that the assistant secretary had him transferred permanently to his office at an increased salary. Within a comparatively short time Mr. A. was receiving $1,800 per annum. The fact was that the assistant secretary had for a considerable period been casting about for a man with just such qualifications as those possessed by Mr. A. A number of employees had been tried but had been rejected. He had not heard of Mr. A. and did not know that he was in existence until he was pressed into service. Mr. A. was clearly a misfit in the little office where he had performed his duties unobserved for two and one-half years.

Another case in point is that of Mr. B., who was employed eighteen months in a file room writing index cards and filing letters. His salary was $900 per annum. He was not promoted because his official superiors felt that the grade of work on which he was engaged did not justify an increase. The work assigned to Mr. B. was entirely out of his line, though he did it well. Before he entered the service he had had nine years' experience as a bookkeeper in a prosperous mercantile establishment. In addition to this he possessed a good knowledge of general accounting. One afternoon while attending a ball game he struck up a conversation with the man who sat in the next seat and who, it subsequently developed, was a near neighbor and the assistant chief of an accounting office in the same department in which Mr. B. was employed. On the way home after the game they "talked shop" and the neighbor became cognizant of the special qualifications of Mr. B. Within a few days Mr. B. was transferred to his neighbor's office with an increase in salary of $200 and assigned to take up a line of rather important work which had theretofore been handled in piecemeal fashion because the neighbor had been unable to find among his acquaintances a suitable man to assign to this task.

An even more pointed case is that of Mr. C., who "plugged away" for two years at $1,000 per annum on miscellaneous work. He was not promoted for the same reason Mr. B. was not promoted in the file room—his work was not of sufficient importance. Before entering the service Mr. C. had been employed by a railroad and had acquired a special knowledge of freight rates. He also had experience as a car tracer. Like Mr. A., his duties

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were routine and did not bring him in touch with those higher up. Consequently he had little opportunity to know the needs of the various offices of the department. Accident brought him in contact with the head of an office who had been endeavoring for three months to find a man with his special qualifications to take up a certain line of work laid aside when a former employee had been inducted into the army. Mr. C. was appointed to take up this work at an increased salary. In a comparatively short period of time the work was current. The delay in filling the needs of this office was due to the lack of a contact point.

These cases typify a condition which, so far as I have been able to ascertain, obtains in most, if not all, of the departments. There are hundreds, and doubtless thousands, of these misfits, yet no machinery exists, to my knowledge, which is calculated or intended to place them where they can render their best service. It is obvious that if these employees can be placed where the Government can get the benefit of their special skill and training, the interest of the service as well as that of the employee will be materially improved.

HOW THE FEDERAL EMPLOYEES UNION CAN GIVE AID

The Federal Employees Union can render material assistance along this line. A contact point can be provided in the files of the Union. If a survey be made of the various departments, possibly through our collectors, information can be obtained on blanks from which it will be possible to classify all such employees. The data thus obtained can then be made available to all of the administrative officers of the various departments. This plan is not intended to cover cases involving the transfer of an employee from a position in one department or bureau to a position in another department or bureau where no change of duties is involved. It is intended to affect only those cases where the employee possesses special skill or qualifications which better fit him for other duties. The Federal Employees Union can supply this need.

Of course there are certain obstacles to any plan along this line. There are certain laws and executive orders restricting transfers. A complete fulfilment of the plan will involve a withdrawal or modification of these restrictions. Another obstacle is the chief who is unwilling to part with an employee. These obstacles can be overcome if proper effort is made to that end.

ANTI-MISFIT,
Dept. of Agriculture Branch,
Washington F. E. U. No. 2.

"Start Something Social"

Hold members through their interest, is the plea here made. Many can be reached and held by means of social affairs and athletics, contends the writer.

To the Editors:

Just from reading a piece in this month's magazine I presume (I may be mistaken) that many young members after paying their entrance fees and three months' dues drop off your rolls. Am I right? If so, the reason is this: Many will say when you remind them they owe dues that they don't wish to belong any longer. Why? Because—"What do I get out of it?" "Increase in salary regularly," you will say possibly. "Well," they will answer, "we will get that anyway."

What you want to do to keep members is to keep them interested; for example, have athletics, baseball, tennis, etc., among both men and women. Have more socials than you do. Have the members come around and meet one another. I'd never know a member except by the little button on his coat. We should know more about the Union, and the way to learn it is by having lectures, etc. Get the members interested by having them assemble together. That's the only way. I never knew a thing about the Union until I heard a man talk to us publicly, and I have been in Washington for the past year. This shows how much you will learn by books. Books are a help, but an explanation is clearer. I'd rather listen to a good talker than read the best book ever written. Many members won't join because they don't intend to stay here, but if they were to enjoy a few dances or take part in some tennis tournaments it would be a different story.

There are no visible signs of life in the Union, so speed up a bit and don't be like old fogies. The only way to get young fellows or people interested in anything is to start something social.

I wish to lay stress on the fact that you should have the members together at certain times. I am a member of the Union, having joined last month and am working in the State, War and Navy Building.

JOHN L. MCOSKER.
Washington, D. C.

Federal Employees Given Too Much to Complaining

"To set an example of plain living and high thinking" instead of worrying about mere salaries is the ideal here urged. Comment is invited.

To the Editors:

There is something radically wrong with us if federal employees can happily give so much time and energy to complaints. Sixteen years ago, when I first heard of the Forest Service, a friend who was the wife of a forest ranger (and the mother of five children) managed to save $5 a month out of his $60. Now he gets $108.33 a month (plus the $10 bonus), the five are all married and are no longer an expense to him, yet he is one of the loudest complainers. Are we getting the habit? If we are, it is high time to call a halt and "count our marcies."

Yes, living expenses are 40 to 60 per cent higher; yes, our standards of comfortable living are at least 50 per cent higher; yes, "common blacksmiths are getting $6 a day." But what of it? Would you prefer to be a common blacksmith? If so, there is nothing to prevent, as far as one can see—two years' apprenticeship at wages rather higher than those of a "forest fireman" will turn the trick. Why not do it? What is it that being a federal employee gives you that is worth more than the difference between your salary and the blacksmith's wages?

As one of us I can answer my own question: It is the association with people of similar ideals and training in work that is worth doing. The same thing can be said of other underpaid workers—teachers, doctors, ministers of the gospel, university professors. To be sure, there are plums in each of those professions, but taken as a class they rank financially with federal employees. They also rank spiritually with the best federal employees—those who have chosen their line of work because it seems to them the most interesting and worth-while work of which they are capable.

Far be it from me to object to a salary raise—but I do strenuously object to having lack of funds made the center of every argument, every article, every meeting, every association of federal employees. It seems of vastly more importance for a federal employee and his wife and his children to set an example of plain living and high thinking, of good work given in exchange for his salary, no matter what it is. If that salary is below what his living expenses must be, let him find another, better-paying job and resign. Such action will at least impress on the men who make the budget that higher salaries are needed if the best men are to be kept. In fact it is just that which has finally made the impression. But let us never forget that the main thing is to do first-class work, to make the level of service given the country higher than that given private individuals, rather than to give the impression to the public—our employers—that all we really care about is more money.

J. T. SHINN, *Forest Clerk,*
Member of F. E. U.
Northfork, Cal.

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The Federal Employees Union and Efficiency

The employees organized under the N. F. F. E. have always stood, and now stand, for raising the standard of efficiency in the government service. With organization has developed a spirit that makes for this all-important result.

To the Editors:

The frank and open manner in which Secretary Keating in the April FEDERAL EMPLOYEE outlined the attitude of the Commission on Reclassification prompts me to respond under the caption above. Among other things he says: "The Government cannot afford to be a foolishly extravagant employer," and, "the money which meets the payroll of the employees is coined in the sweat of honest labor."

Of course any person, or class of persons who take money, or demand compensation, for which they do not render a just equivalent have dulled consciences, to say the least.

One of the first declarations of the Union after its organization in the spring of 1916, which was afterward embodied in one of its earliest constitutions, was that the object of the organization is to promote the welfare of the employees and *to raise the standard of efficiency in the civil service.* It is the latter of these objects to which I direct attention.

It has always been the pride and boast of organized labor that any article of manufacture bearing the union label carries with it a guarantee of good workmanship and reliability; and it has been the general experience that this has been true in so far as the workers themselves are able to control the situation.

This principle could not be less true of employees of the Government, among whom for some years back there has been a growing sense of individual responsibility for an honest day's work and efficient service among the entire body of federal employees. But more than one became discouraged and hopeless because there was no means by which this high purpose could be translated into effective action, since the old theory was and still is held by some that men and women will not do their duty unless they are under somebody's eye.

However, there has been developing in the minds of the people who do the world's work a consciousness of their true position in industry, and this has given them an intensified interest in their work which no other influence has ever given or could give. And this consciousness more than anything else has been the motive force in organization—the organization of the Federal Employees Union. And why should not federal employees stand

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for efficiency and economy? They are citizens. Many of them are taxpayers direct and all of them indirect. Many of them are more or less interested in affairs, and it stands to reason that they should have as much interest as any one in the proper dispatch of the Government's business.

I am aware that a narrow policy of administration may check this tendency, and no doubt has often done so, for I have observed that the most work and the best work is done where there is the least interference. I have observed that if it is desired to secure the most work and the best work an employee should be made responsible for certain work, and then given credit for having some sense about doing it. I am also inclined very much to the view that even greater efficiency would result through a liberal exchange of views with those actually engaged in doing the work, and it is right at this point that the Federal Employees Union serves such a useful purpose.

In the past, individual employees have been slow to offer any suggestions, however valuable they might feel them to be. They have felt that to do so might be looked on as presumption and give them bad standing. Now they can speak, individually and collectively, through the officials of the union, with the assurance that in time they will be heard and heeded.

It is true that all federal employees have not yet become alive to this possibility of organization, but they will, and it is certain that in the future the chief work of the union will be the raising of the standard of efficiency in the Civil Service.

It was inevitable that the union should first give its attention to the welfare of the employees, because as a matter of fact that was the first step in raising the standard of efficiency. Some persons of narrow vision have not been able to grasp this idea and have found fault with the union because it is always asking something additional for its members, but I predict that if the Commission on Reclassification does what the employees are expecting of it, removing the causes of injustice, and making it impossible for anything but merit and devotion to duty to win, the Federal Employees Union, through whose activities this commission has been brought into existence, will be able to show future statesmen to what heights the standard of efficiency has grown and the reason therefor.

S. L. HOOVER,
Bureau of Pensions, Member of Washington F. E. U. No. 2.

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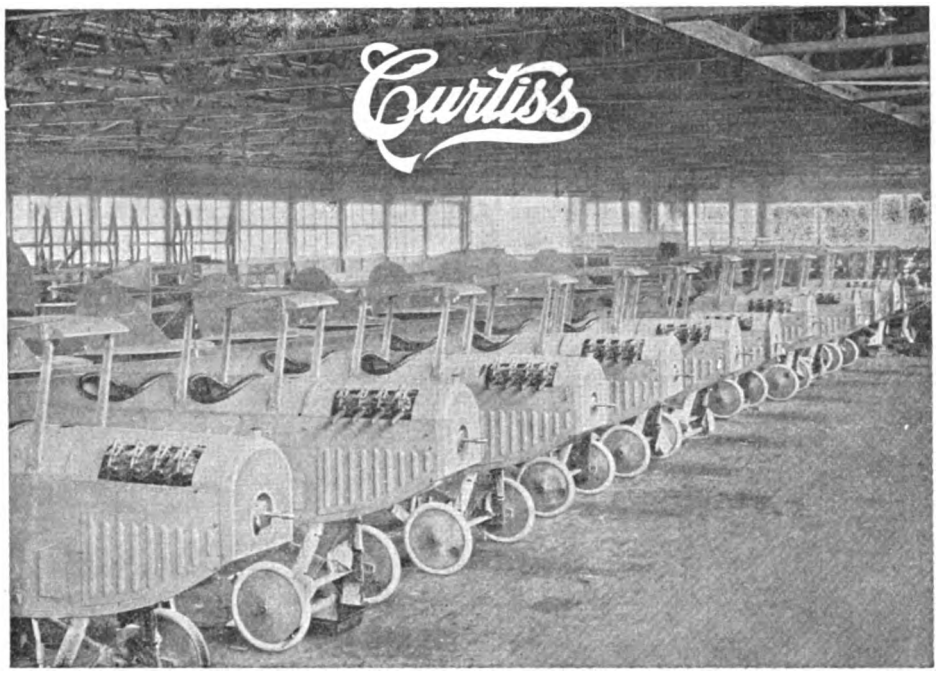

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Hard on the Customs Officers

Officials called out at all hours of the night, on Sundays and holidays. Can they get extra pay for this service? Who can answer our correspondent's question?

To the Editors:

After working all day steadily in an office of an inland border port, is there any compensation to be obtained for examination of autos and meeting trains to receive the customary declarations for customs officers?

This auto question is a serious one for us, as it involves midnight telephone calls, dressing, a ten-minute walk to the customs house, examining, sealing cars, engines of autos, baggage, etc., this perhaps as often as seven times a night, and all day Sundays and holidays.

T. D. 34872 (page 101) Customs Regulations, 1915, under Foreign and Coasting Trade by Sea, provide for compensation for duties performed after regular hours, but would that apply in the above case?

D. C. & I.

Our Organization on the Right Track

This correspondent comes to the defense of our organization and THE FEDERAL EMPLOYEE on the charge of not being sufficiently altruistic, taking exception to the article from the pen of Secretary ——— of Local No. —, which appeared in our March issue.

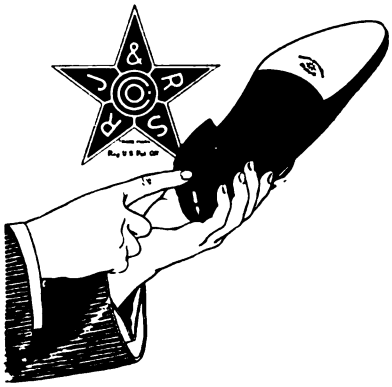
To the Editors:

[Addressing his remarks to the author of the communication to which he takes exception, referred to in the caption of this letter, our correspondent writes:]

You refer to efficiency, devotion, and loyalty as though they were lost arts, or known only to the ——— service. As a matter of fact the N. F. F. E. was founded on these qualities by people full of all three of them, and "our rights" simply mean that the government workers want these qualifications of theirs recognized. Also, our magazine is full of matter pertaining only to us, because it is *our* magazine.

CONSTRUCTIVE WORK DONE BY ORGANIZED FEDERAL EMPLOYEES

You wish to know what constructive work we have done. Well, first, we constructed an "honest-to-goodness union;" then we specialized on trying to change the basis of wages from paying the least for which a man would possibly work to what he is actually worth. Constructive, is it not, when you know one means sullen, pauperized clockwatchers, and the other means willing and loyal workers. Now about your Congressmen and department chiefs. Most Members of Congress are good, keen men, who do not



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pretend to know everything, but who have open minds. When considering matters pertaining to government employees they want ideas and facts from government employees. Our union spokesmen give them what they want, and that is why we merit and receive the confidence of most of our Senators and Representatives. Occasionally some Congressmen throw bricks at us. We spit on every fifth brick for luck and heave it back. Sometimes it lands where it does the most good. You may have heard of reclassification and retirement. We are helping Congress with these items and, properly worked out, they mean better government.

Also, we have helped departmental heads considerably. Some have asked for and secured our cooperation, not only for their department problems, but for congressional matters as well. Verify this statement through our president, Mr. Steward.

Finally, brother, do not speak of the "ordinary labor union" with that "holier-than-thou" expression. No good labor union is ordinary. Don't take my word but ask Secretary Wilson or Assistant Secretary Post of the Department of Labor. Ask Secretary Redfield or ask Mr. Wm. H. Taft. Any of them will answer your letter if you give them your name and address. Better still—open your mind and study the real principles of unionism carefully. Then ask yourself.

LEE R. DOWNS,
Bureau of Standards Branch,
Washington F. E. U. No. 2

Changes in Retirement Bill Urged

A protest against placing a burden of cost on the employees and also against fixing the maximum retirement income at $50 a month.

To the Editors:

It is interesting in perusing the debate on the McKellar-Keating retirement bill in the United States Senate, as printed in the December edition of the FEDERAL EMPLOYEE magazine, to note the extremes in human nature as evinced by Senators in the discussion, and the care shown by some to conserve government funds, while sundry river and harbor, public building, etc., projects roll along without objection.

WHY DISCRIMINATE BETWEEN CIVILIAN AND MILITARY SERVICES?

There are a couple of features in the bill under discussion no liberal-minded person can reconcile with justice: first, the shouldering of the cost on employees, and second, the limitation of the maximum amount a retired person shall receive to $50 a month. Why employees who have by industry, study and skill worked up to the higher rounds of governmental usefulness, should on retirement be

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dropped down to the same grade as a man who has never exerted himself to rise to anything beyond a mere laborer is beyond reason. If it is considered just to retire a civilian federal employee, who has by conscientious work and efficiency attained an executive position at this maximum of $50 a month, would it not be considered also equitable to retire the higher ranks in military and naval establishments such as generals, admirals, colonels, etc., at the same pay as enlisted men? A man who reaches 65 or 70 years has probably lived a methodical life to reach that age, and has others also depending on him. How far in these times would $50 go toward supporting the family? Surely there should be no discrimination between the declining years of a civilian and those of the army or navy personnel, yet an enlisted man on retirement receives over $90 a month. There is no doubt but what there would be vigorous protest if the Army appropriation bill contained legislation which would retire a commissioned officer at a maximum rate not to exceed $50 a month without regard to rank, instead of 75 per cent of actual pay and allowances now granted by law.

That one may better grasp the subject and form a comparison of various classes of wage-workers, let us assume that thirty years ago a man had three sons upon whom he impressed the necessity of picking out some career and sticking to it. The first chose the army, the second an apprenticeship in an electrical corporation, and the third asked to go to college.

Through influence the first day the first boy obtained an appointment to West Point. Here at the very beginning he was paid by the Government a salary of $600 per annum and allowed a ration. This continued for four years when he graduated and was immediately appointed a second lieutenant at $1,700 per annum. From then on, his quarters, light, heat, medical attendance, etc., were furnished by the Government free of cost to him. His pay the moment he obtained his commission was far in excess of that paid a young man who first enters commercial or government service, while it is is common knowledge the duties are no more exacting than those of a civilian employee in an executive position. As time rolled on promotion came, but whether it came or not, every five years he received an increase in salary automatically by law until said amount equaled 40 per cent increase. Finally, after thirty years, he can, if he desires, retire at three-quarters of his pay, never having had to worry or wonder where his next meal was to come from.

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The second boy entered a large corporation at a nominal salary. He became proficient and was advanced—with increased knowledge came increased responsibilities and salary and at the end of thirty years we find him manager of a department with a salary running up in the thousands, while the company which had long before seen the advantage of providing for superannuated employees, placed him on the retired list at an allowance equal to if not better than that of his military brother.

The third boy was sent to college at a great expense to his father, as it is well known that board, lodging, tuition, etc., at college cannot be had at less than $400 per annum. He was a studious young man and devoted himself to learning. The boy finally graduated and had a college degree appended to his name. At that time the army boy was earning $2,200 and the electrician $1,500 a year, while the college boy just commenced to look around for a job. Not finding anything except in the lower rounds of commercial houses, he commenced to teach school, finally took a civil service examination for a clerkship under the Government and later was appointed clerk at $900. Promotions in the Government are slow, and after thirty years' service we find him still a clerk, possibly receiving eighteen hundred a year. He has no future to look forward to, all he can realize for his life's work is demotion as he grows old, supplanted by younger men or thrown out entirely, thus exemplifying the Government's beneficent method of treating its superannuated employees.

The moral seems to be that a young man in choosing his future career, should enter either the army, navy or a progressive commercial firm and shun U. S. Government civil employ as one of the most thankless on earth, a government which has no consideration for a federal employee, classifying him as a mere piece of convenient physical machinery to be "junked" when worn out.

We have often heard the question, "Why create a pension list or retirement for civilians? They do not risk their lives like a soldier for the protection of their country." This idea of conferring pensions or retirements on the army had its origin in the old feudal times when the lords of the manor were princes in themselves. They had their estates, castles and retainers of serfs, and they were masters just as long as they could maintain their possession through force of arms. Each lord, therefore, maintained and kept his force of fighting men, who were born and grew up forming a component part of the

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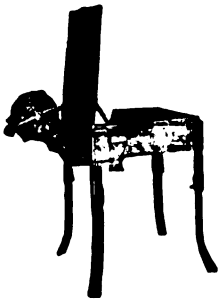

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feudal lord's estate. As they grew old, they were not thrown out, but retired and taken care of; if they were killed in battle, their families were pensioned or provided for. As stable governments were formed, the plan of retiring the army and navy was continued "as a custom," until it is now looked on by the army as a vested right.

What would our little regular peace army of 80,000 amount to, scattered as it was all over the world? Would we have jumped into war with the barely 20,000 men we could muster of the regular troops? Did the United States go to war with Germany with only the handful of regulars available? Not much! Uncle Sam called for *volunteers* and then conscripted, and it is the army thus raised that has perpetuated this country whose ranks are filled, not by the regulars of the army Congress is so liberal with, but by the very clerks and government employees that Congress looks down upon and considers mere machines, but without whom, not a wheel of the Government could turn for a single day. Yet Congress is reluctant to create a retirement list for civilians, unless they pay for it themselves, and even then stipulates a maximum amount based on an arbitrary and insufficient allowance.

MORE EQUITABLE RETIREMENT BILL SHOULD BE INTRODUCED

As the bill will necessarily have to be reintroduced in the next session of Congress, it is hoped the national officers of the Federal Employees Union at Washington will see that the defects indicated herein are brought to the attention of the committees of the Senate and House and all work earnestly fit of superannuated federal employees.

GEO. A. WARREN, *First Vice-President, F. E. U. No. 28.*
San Antonio, Texas.

Retirement Mere Justice to Employees

The writer here strongly dissents from the views expressed by Brother F. A. Richardson of the Spokane (Wash.) Local in our March issue.

To the Editors:

I do not agree with Mr. Richardson on his retirement version.

If a man put in twenty or thirty years, underpaid the most of that time and giving more than eight hours a day to faithful work, I do not think there is any charity in giving that man a pension or retirement pay, as the Government owes it to this man the same as railroad companies and other corporations owe it to their faithful employees.

Does Mr. Richardson overlook the retired officers and enlisted men of

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the Army? Is that charity, or does he think he will never get old?

If Mr. Richardson is a mechanic or a helper he probably does not receive the Saturday half-holiday except during the summer months.

DENNIS CROWLEY, *Member of Federal Employees' Union No.* 49.
Fort Leavenworth, Kans.

What the U. S. Customs Guards Are Fighting For

Salary increase to $4.00 per diem or $1,460 a year; further, the title "Customs Guards" to be changed to "Night Inspector," and to be placed in the First Grade.

To the Editors:

We of the U. S. Customs Guards at the Port of Boston do not believe that Congress and the public in general are familiar with the duties we perform, or with the salaries we receive. I will therefore give a brief outline of existing conditions.

We are required to wear uniforms which formerly cost $22 per suit; these now cost from $35 to $40 per suit. We are under the supervision of a captain, lieutenants and sergeants, or roundsmen of guards.

Our duties are to report at the Custom House daily for roll call, orders, and for the inspection of uniforms. We are then assigned to duty at the piers, to keep a vigilant supervision over the vessels, stores, or merchandise in our custody, for the purpose of detecting and preventing smuggling and other frauds against the Customs service. We are held responsible for the assigned stations during the hours prescribed for duty and until relieved. At gates and driveways or other exits, where imported merchandise is delivered by teams we take up the inspectors' delivery slips from the driver and verify the count and marks. We receive, transmit, and obey all orders from the surveyor, deputy surveyor, and officers in charge, such as captain, lieutenants, sergeants, or roundsmen of guards. The counting of passengers on excursion boats to prevent overloading and the enforcement of motor-boat regulations are also a part of our duties. We are the relief of the day inspectors, and were formerly designated night inspectors, receiving $3 per day. About seven years ago this title was abolished and the name of Customs Guards substituted, and the salaries were reduced from $1,095 to $960 and $1,020 per annum.

This salary is entirely inadequate to meet the present high cost of necessities, causing actual hardship and suffering to our families, and since all classes of labor have received substantial increases, we ask that this privilege be extended to us that our

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position as government employees may not suffer by comparison with other less responsible positions outside of the government service. For example, longshoremen working at the docks receive 65 cents per hour for an 8-hour day, and $1 per hour for all overtime and Sunday work. Steamship clerks and checkers receive $5 per day for eight hours' work, and $1 per hour for all overtime work performed. The city of Watertown, Mass., a suburb of Boston, recently increased the pay of its laborers from $3.50 to $4 per day.

Therefore, we have requested through our Boston union that the Customs Guards of all U. S. Customs districts be paid a salary of $1,460 per annum after a probationary period. We also suggest that our present name of Customs Guards be changed to that of Night Inspectors, our former title, and that we be placed in the first grade, since we perform first-grade duties.

I believe there are at present sixty-six Night Inspectors and 453 U. S. Customs Guards, making a total of 519 men in all U. S. Customs districts. All perform the same duties, therefore should receive equal pay. The difference is in designation only. It appears that when the designation was changed seven years ago from Night Inspector to Customs Guard the men at two or three ports were exempted and have always retained the old title, which it is now desired again to make uniform throughout the service.

CHRIS F. GAYLOR, *President and Representative of U. S. Customs Guards, Boston Federal Employees Union.*

Cambridge, Mass.

Collecting Dues

Long experience suggests as essentials promptness and a proper districting of the membership, with a head collector for each district.

To the Editors:

The collection of dues is one of the things upon which the life of the union depends. Difficult, devoid of the spectacular, and requiring hard work, it is a task that sometimes is neglected, much to the detriment of the organization. Being of so much importance the subject merits our study and, as it is work in which I have so long engaged, I respectfully submit a suggestion.

Prompt collection when due is the prime requisite of successful work. Accumulation of past-due payments means delinquency, delinquency runs to suspension, and suspended members are hard to reinstate. On the other

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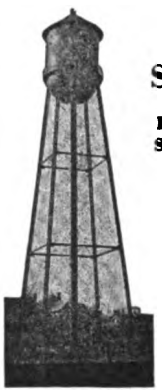

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hand, it is comparatively easy to keep members in good standing if the collector can be on hand when the money is due.

Prompt collections mean system. Only by a plan well designed and carefully executed can accounts be prevented from becoming delinquent. A collector must be on hand ready to receive dues each pay day and willing to remind those whose memories may be faulty.

In order to make sure that such collector is on the job I suggest that the local membership be divided into districts as far as practicable, each district to have from 100 or 200 members up. The boundaries of the districts should be determined largely by geographical location. At the head of the collection force of a district should be a head collector, assistant treasurer, or person otherwise designated, who would be charged with seeing that the work was kept up to date and who for that service would receive a percentage of the amount collected, as is now paid collectors. In each district the head collector would select members to make the collections in their immediate localities. For that service the collector's dues might be allowed, especially if he collected from a certain number, say twenty-five.

In addition to the major districts there would remain small isolated groups of members who could be handled through collectors directly under the treasurer, as at present.

This system would relieve the treasurer of a mass of detail and give him more time for duties essentially his; for the organization of new districts, and the development of collectorships into districts. The head collectors, being experienced in their work and subject to the Treasurer, would be of real assistance to him in the financial matters of their respective districts; would be acquainted with those members most suited to be collectors; could keep posted, so that no collectorship would remain vacant; would be qualified to give special attention to those cases which the collectors found difficult to keep in good standing, and would be in position to see that collections were made and reported promptly. The collectors, too, would be benefited by having someone near at hand to whom they could report and from whom they could seek counsel.

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Immigration Service Rules Need Amendment

Adoption of the seniority rule, with automatic pay increases, and provision for an adequate retirement system are necessary to building up an efficient service, contends Brother Linwood.

To the Editors:

I trust the suggestions in this brief article will not be misunderstood or taken as a reflection on the splendid personnel or work of any branch of the Civil Service, but, rather, that they will assist in crystalizing sentiment that will result in changes vitally necessary for the good of both the Service and the splendid body of men and women composing its membership.

I firmly believe there are two changes absolutely and immediately necessary in the Civil Service rules and laws as applied to the U. S. Immigration Service, if the Government is to continue to maintain the same high standard of efficiency as heretofore among its employees. One is the adoption of the seniority rule, such as is in force among the railroad men, so that promotions may be made from among those employees longest in the Service, other things, including ability, being equal, and not dependent on the good will of their superior officers or on outside influence. Also, advance in pay and rank should be certain and automatic.

The other change needed is a retirement age and a pension for each and every person in the Service, arranged and provided for entirely by the Government and large enough to enable the recipient to live and keep those dependent on him or her in reasonable comfort, according to American standards of living and the dignity of an American official.

INJUSTICE SUFFERED BY IMMIGRATION INSPECTORS UNDER PRESENT SYSTEM

An inspector long in the Immigration Service, efficient in all branches of it, may be, and often is, at an out-of-the-way station or port, far away from any other inspector and from the office of the inspector-in-charge under whom he serves. He must possess the highest rate of efficiency, for he cannot get help or instruction except by mail or telegraph, and he must be able to understand and do the work that comes to him, without the delay and embarrassment that would result from waiting for instructions. It often happens that an inspector so situated may be called upon to manifest a number of different classes of aliens, each upon a separate manifest, with important data; then hold an investigation as to the right of some person to be and remain in the United States, making a recommendation in

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the case; then hold a hearing upon a warrant in another case; then investigate the status of some Chinaman who desires to obtain a permit to visit China and return; forwarding numerous copies of all these reports for the consideration of the Secretary of Labor, to assist him in rendering a final decision in the matter, all this highly technical work often being cov-competitive struggle.

It often happens that an inspector so stationed has children who have passed through the common grade schools his small town affords, and he finds himself unable to send them away to the nearest college which may be far distant, and he is unable to effect a transfer to any place where he can educate his children. Thus, not only the inspector himself, but his ambitious children are punished by withholding from them the education and mental equipment necessary in the competitive struggle.

Would it not be just and proper that efficient men in the Service with children desiring an education should be given the preference at stations near universities and colleges?

Again, how often have inspectors in this Service bought and furnished, sometimes outright, sometimes on the instalment plan, homes, only to be suddenly transferred without warning to some distant and, to them, undesirable point, entailing on them and their families loss of friendships, and of property that represented savings of years of frugal living.

The Constitution of the United States stipulates, in effect, that every man shall have his day in court, but, under the prevailing rule in our Service, an employee may be notified of charges filed against him; no opportunity is offered him to face his accuser; he does not know who investigates his case, and is not allowed to present his side to the deciding official, and cannot examine the witnesses who may testify against him. Under these conditions, it is quite possible for an honest, efficient, reliable man to be dismissed from the Service upon charges absolutely and utterly false and ungrounded, without having the slightest chance to defend himself in the matter or to obtain any hearing whatever in his behalf.

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Service than they have obtained at the present time. The personnel of the United States Immigration Service, from top to bottom, is composed of as fine a body of educated, efficient, diplomatic men as can be found anywhere in the whole civilized world, and, with the assistance of our splendidly edited organ, THE FEDERAL EMPLOYEE, and our wonderfully strong and growing union, we should be able to present these and other matters of such vital interest to us in such a convincing manner at the proper time and place as will assure equal and absolute justice to every person in the Civil Service.

CHARLES LINWOOD, *Member of San Diego (Cal.) F. E. U.*
Bakersfield, Cal.

The Retirement Age Limit

Age limit and payments for retirement, this correspondent argues, should be determined by the employees. He suggests certain changes in the bill now being redrafted.

To the Editors:

After reading your NEWS LETTER of March 18 regarding the redrafting of a new bill on retirement of government employees, I feel inclined to believe that the age limit you mention sounds a great deal better, and as the employees will have to bear the burden of the fund created, it would seem to me that they should be the ones, through their Representatives, to fix the age limit and amount to be paid in every instance.

I would like to express my opinion on what would seem to me to be a fair proposition while the subject is open for discussion along the following lines:

If an employee has reached the age of sixty years and has been in *actual and continuous service for the Government for twenty years*, he may retire if he so desires at any time thereafter at a stated sum, to be regulated on the basis of his salary for the last ten years of service. Said employee may have the privilege of remaining in the service of the Government if he so desires until he becomes sixty-five years of age, at which time it will be compulsory for him to retire from the service on the sum stated and on the same terms as if he had retired when he became sixty years of age.

As suggestions were asked for, I am of the opinion that possibly a retirement bill along the above lines would work to great advantage to those who remain in the service continuously for twenty years, and it would seem they are deserving of retirement of some kind if they so desire. Those who are not desirous of retiring until they become sixty-five years of age should be allowed to remain.

From what I have read I judge that

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at the age of sixty-five the argument seems to be that they should retire in favor of some younger persons who in most cases can certainly give the Government better service, but of course there are exceptions in all cases.

W. D. LEWIS, *Immigrant Inspector, Member of Montreal F. E. U.*

If You Can't "Boost," Don't "Knock"

The three classes of F. E. U. members defined—in which do YOU belong? Those who will not join in team-work are a drag on the Union.

To the Editors:

The Federal Employees Union, like many other large organizations, is largely composed of members who may be classified in the following three groups:

1. Members who take an active part in promoting its views and ideas;
2. Members who join, pay their dues, read their magazines, and rest content;
3. Members who join, grudgingly pay their dues, then sit back and "knock."

Of the first group little need be said, as their "actions speak louder than words."

The type included in the second group will be found in any large organization and must be considered as a valuable asset, as it is recognized that all of our members cannot be leaders; also that there are many who have neither the time nor ability to take an active part in matters of this character.

The third group, however, must be regarded as a liability in every sense of the word. It is largely composed of members who joined the Union solely because they hoped thereby to increase their own compensation and had no idea of continuing as members after the above-mentioned hope had materialized. Some of these have dropped out, while others, after considerable urging by loyal members, are still upon our rolls. However, instead of "boosting" our organization and the ideas represented thereby, they knock each and every plan of procedure adopted by the Union, unless such plans coincide with their own particular views. They also threaten to resign if the plans are carried out.

The continual knocking of these disgruntled members does much harm and causes many prospective members to refrain from joining the Union.

Fortunately, there are few of this latter type, but it is to be hoped that those who may properly be classified in this group will see their error and in the future refrain from knocking, even though they cannot or will not boost.

CHAS. A. LOCKE,
Office of Inspection, Department of Agriculture.
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The LABOR MOVEMENT and its auxiliary, the UNION LABEL, stand exclusively for the human element, as represented by the men and women who are doing the world's work in industry, and by securing fair treatment for them, which assures their fullest development physically, morally and industrially, a safeguard is placed around the children, which assures the perpetuation of a stronger and better race.

When purchasing goods bearing the union label let us not think so much of the label attached thereto as we do what the label stands for. Let us visualize the men and women who made the commodity, working in clean, sanitary factories for wages which permit them to keep their children in school, fitting themselves to take their place in the world on an equality with all other children.

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Written for THE FEDERAL EMPLOYEE

By ROGER W. BABSON, *Director-General, Information and Education Service, Department of Labor*

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Realizing this, the Department of Labor is conducting an ADVERTISE NOW campaign addressed to the manufacturer and merchant, urging him to advertise his products. As a complement and consequence to this campaign, we are initiating a BUY NOW campaign which is addressed to purchasers of all classes and all kinds of material. Both of these campaigns function harmoniously side by side; present a complete united campaign.

A series of eight advertisements setting forth the advantages of general advertising has been sent to the metropolitan papers of the country. These advertisements are being released weekly. The splendid cooperation given us by the dominant publications has been an inspiration to the smaller papers to enter the campaign. This circularizing has been followed by special letters and articles and by personal visits. Seventeen thousand national advertisers have been supplied with material and invited to cooperate.

This campaign is directed at the man or the concern who should advertise or who already advertises but should increase his advertising. Advertising is the surest and quickest form of business promotion. Through a judicious use of it business can be stimulated and prosperity made permanent.

In the BUY NOW campaign in addition to following the method of procedure used in the ADVERTISE NOW campaign, we will use other channels, such as chautauquas, lectures, etc., special letters to manufacturers, merchants, and prominent business men in order that the great buying public may be reached from every angle.

The reasons for our campaigns are fundamental. Timidity and hesitation always exist during dynamic economic changes. It is the function of the Government to establish national poise. The atmosphere is charged with un-

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certainty similar to that which followed our entrance into the war, the difference being the readjustment of war conditions to peace instead of vice versa. It is this uncertainty during the period of demobilization of soldiers, sailors, and munition-workers which is retarding and embarrassing the mobilization of our peace-time industries. This uncertainty, this fear, causes the manufacturer to hold up his purchases of raw materials; the merchant to sell, not buy, and the people to hold on to their money.

The object of our campaign is to speed up production, which will not only help the working man to get a job but to keep it. The best way to assure the returning soldier, sailor, and munition-worker of employment is to have the wheels of production and distribution going at normal, prosperous speed. We firmly believe that this will counteract most effectively Bolshevism, which is organized discontent, and which gathers to its ranks the unemployed. England has shown and is showing great vision in the solution of this problem.

It is the duty of those who formulate public opinion to present logical optimistic arguments before the people, the ultimate consumers. In the last analysis they are the controllers of all production and distribution. The great purchasing public has the power to function this country back into peace-time prosperity by buying what they need, what they want, and what they deserve as a reward for their war-time economy and thrift.

National Federation of Federal Employees

RECEIPTS AND DISBURSEMENTS, DECEMBER 1, 1918, TO MARCH 31, 1919

RECEIPTS

Cash on hand December 1, 1918.		$5,444.79
Per capita tax		24,090.50
Magazine:		
Advertising	$5,087.26	
Subscriptions	34.15	
		5,121.41
Addressograph work		55.02
Initiation fees		3,644.75
Charter fees		110.00
Buttons and pins		1,314.25
Premium, bonds of local officers		62.50
Merchandise		220.88
Propaganda literature		26.51
Constitutions		5.00
Membership books		824.11
Office expense (refund)		30.00
Protested checks		54.66
Postage		3.51
Rent (sublease of offices)		290.00
Interest on bank account		36.97
		$41,334.86

DISBURSEMENTS

Administrative Officers	
Salaries—	
President	
First Vice-president	$14.00
Second Vice-president	20.30
Third Vice-president	48.58

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Fourth Vice-president.	66.65	
Fifth Vice-president..	65.84	
Sixth Vice-president..	10.00	
Seventh Vice-president	10.00	
		235.37
Administrative Officers Expenses—		
President.....	$121.50	
First Vice-president..	88.54	
Second Vice-president	50.00	
Third Vice-president..	152.66	
Fourth Vice-president.	248.35	
Fifth Vice-president..	134.90	
Sixth Vice-president..	24.58	
Seventh Vice-president	217.12	
		1,037.65
Executive Officers Salaries—		
Executive Secretary..	$791.67	
Statistician.....	750.00	
		1,541.67
Organizing Expense National Organizer—		
Salary.....	$800.00	
Subsistence allowance	630.00	
Transportation.....	360.12	
Miscellaneous.....	165.01	
		1,955.13
Special and Field organizers.....		1,378.94
Office Expense Salaries of Employees—		
President's Office.....	$1,663.00	
Secretary - Treasurer's Office.....	1,621.57	
Telephone and telegraph.....	2,115.38	
Rent.....	865.00	
Postage.....	507.77	
Stationery and supplies	1,102.04	
Subscriptions to periodicals.....	16.40	
Press-clipping service.	17.90	
Reference books.....	35.00	
Miscellaneous.....	306.69	
		8,250.75
Magazine Account—		
Purchase of magazine	$1,500.00	
Printing and binding.	12,768.44	
Postage.....	1,625.40	
Salaries of employees	1,716.50	
		17,610.34
Addressograph (part payment).....	$1,000.00	
Premium on bonds of local officers.....	50.00	
Propaganda literature	523.07	
Seals for locals.....	35.80	
Furniture and fixtures	747.55	
Buttons and pins.....	1,360.83	
Membership books....	1,478.42	
Affiliation account (A. F. of L.).....	1,202.66	
Liberty Bond (Fourth Loan).....	400.00	
Constitutions (printing).....	132.75	
Legislative expenses..	20.91	
Personal property tax	12.60	
Protested checks.....	54.66	
Petty cash.....	38.75	
Merchandise.....	10.25	
Refund to locals.....	28.25	
		$39,106.35
Cash on hand March 31, 1919.....		2,228.51
Total.....		$41,334.86

I hereby certify that the above is a true and correct statement as shown by the books of this Federation.

E. J. NEWMYER,
Secretary-Treasurer.

Washington, D. C., April 23, 1919

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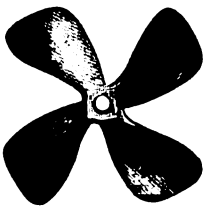

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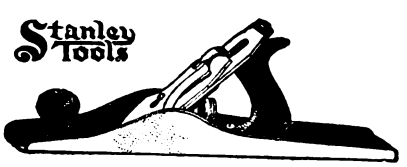

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Recent Decisions of the Comptroller

THE decisions of the Comptroller of the Treasury, abstracts of which are given below, have been selected as having special bearing on the interests of the civilian employees of the Government:

Transportation of Discharged Government Employees

The act of January 7, 1919, authorizing the furnishing to certain discharged government employees of transportation to their homes is applicable only to those employees who are discharged or whose resignation is accepted because there is no longer need for their services, and the acceptance of resignation for other reasons is not a termination of employment by the Government within the meaning of the law.

The reference in the act approved January 7, 1919, to "the date of the passage of this act" is to be construed as the date the act was approved.—*Comptroller Warwick to the Secretary of the Treasury, February* 3, 1919.

Leave Status of Civilian Employees of Ordnance Department

The transfer to the Quartermaster Corps of a civilian employee of the Ordnance Department of the Army before the end of his first service year puts an end to his leave status as an ordnance employee and deprives him of the benefits accruing therefrom.—*Assistant Comptroller Foree to Lieut. William Woodyard, Ordnance Department, United States Army, February* 5, 1919.

Transportation of Discharged Government Employees

The expense of furnishing transportation to discharged employees of the office of superintendent State, War, and Navy Department Building, who may be entitled thereto under the provisions of the act of January 7, 1919, is not a charge against any unexpended balance of the salary appropriation for that establishment but may be paid from the appropriation for miscellaneous expenses of said establishment.—*Comptroller Warwick to the chairman, Commission in charge of State, War, and Navy Department Building, February* 10, 1919.

Commutation of Quarters, Coast Guard Officer on Sick Leave

An officer of the Coast Guard on duty with the Navy who is ordered to a Public Health Service sanatorium for treatment is in a status of sick leave and not entitled to commutation of quarters.—*Assistant Comptroller Foree to Capt. C. F. Anstett, Coast Guard, February* 11, 1919.

Statement of Duty in Travel Orders

Orders which are intended to direct the travel of officers, enlisted men, and civilian employees of the Army on special duty at home or abroad for aviation purposes within the meaning of the act of July 9, 1918, should definitely show such fact; orders which merely specify "temporary duty" thereunder do not comply with the statute.—*Assistant Comptroller Foree to the Secretary of War, February* 13, 1919.

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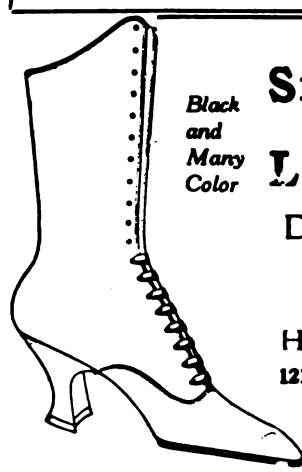
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Restoration of Status of Civilian Employees upon Reinstatement

Civilian employees of navy yards, gun factories, arsenals, etc., who resigned their positions for the purpose of entering the military or naval service are, upon honorable discharge therefrom, entitled under the Executive order of July 18, 1918, to reinstatement in their former positions in the same status with regard to leave of absence under the act of August 29, 1916, as was held by them on the dates their resignations took effect; provided that application for reinstatement is filed immediately upon receiving discharge or that during the period elapsing between the date of discharge and date of applying for reinstatement such persons have not been employed in civil life or under another department of the Government. (25 Comp. Dec., 118, distinguished.)—*Assistant Comptroller Foree to the Secretary of the Navy, February* 13, 1919.

Short Trips as Affecting Temporary Duty Status

Short trips away from a temporary station, made in obedience to travel orders, do not have the effect of extending upon return to such station the thirty-day period during which a civilian employee of the War Department is entitled under paragraph 733, Army Regulations, to per diem in lieu of subsistence of $4 while on temporary duty.—*Assistant Comptroller Foree to Maj. C. E. Gray, Quartermaster Corps, United States Army, February* 14, 1919.

Increased Pay for Philippine Service

The act of April 27, 1914, increasing the pay of clerks and messengers at Territorial departments, divisions, etc., of the War Department, while serving in the Philippine Islands, is not applicable to the case of an employee who, without previously serving in the United States as such an employee, accepts an original appointment in the Philippine Islands.—*Decision by Comptroller Warwick, February* 12, 1919.

Employment under Lump-Sum Appropriations

The provisions of section 7 of the act of October 6, 1917, with respect to the employment of civilian employees under lump-sum appropriations at increased compensation, being limited to those who have served in an executive department or other government establishment, are not applicable to employees of the Senate and House of Representatives.—*Assistant Comptroller Foree to the Secretary of the Treasury, February* 15, 1919.

Use of Taxicabs

The mere fact that a traveler carries with him heavy hand baggage will not authorize the use of taxicabs in transporting himself and such baggage between railway stations and hotels when the travel regulations applicable to the employee authorize payment of porterage to street cars.—*Comptroller Warwick to the chairman, Federal Trade Commission, February* 17, 1919.

Transportation of Discharged Government Employees

A discharged employee who is entitled under the act of January 7, 1919, to be furnished transportation to the place of accepting employment may be given in lieu thereof an equivalent amount as part of the transportation from the District of Columbia to a foreign country.—*Comptroller Warwick to United States Fuel Administrator, February* 19, 1919.

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Additional Compensation

Under the act of May 10, 1916, as amended, employees of the District of Columbia who have performed service as members of the district and local selective-draft boards, for which payment is authorized at an hourly rate, are not entitled to such additional compensation if the aggregate of the salaries exceeds the rate of $2,000 per annum.—*Assistant Comptroller Foree to Maj. D. J. Donovan, United States Army disbursing officer, February* 20, 1919.

Immigration Taxes

As various acts culminating in the act of February 5, 1917, which impose a head tax upon aliens entering the United States, have in practice been construed as effecting changes in amount of the tax imposed and not as an addition to the amounts theretofore prescribed, it is unnecessary to decide whether the act of 1917 repeals by implication the act of August 3, 1882, upon the same subject.—*Decision by Assistant Comptroller Foree, March,* 4, 1919.

Effective Date of Act changing Compensation of Clerks of District Courts

Where Congress by the act of February 26, 1919, changed the compensation of clerks of United States district courts from a fee to a salary basis on and after July 1, 1918, without making any appropriation in that or any other act for the salaries of clerks and their deputies, and with no intention evidenced therein of a retroactive application, but a manifest intent that the change be effective with the beginning of the fiscal year next following its passage, the purpose of Congress is clearly shown to have the act take effect from July 1, 1919, since to hold otherwise would result in injury to the clerks and interruption to the orderly procedure of the courts—*Decision by Comptroller Warwick, March* 11, 1919.

Department of Agriculture—Limitation of Salary of Scientific Employees

The appropriations for carrying out the provisions of the Federal Aid Road Act (act of July 11, 1916), not being "general appropriations of the Department of Agriculture," the act of June 30, 1914, limiting the maximum compensation of scientific employees paid from such appropriations, is not applicable thereto.—*Comptroller Warwick to the Secretary of Agriculture, March* 15, 1919.

Appointment of Deputy Commissioners of Internal Revenue

The five deputy commissioners of internal revenue whose appointment is authorized by the act of February 24, 1919, in lieu of the present deputies whose salaries are fixed by law, come fairly within the provision of that act for the employment of "necessary officers," and the appropriation for that purpose is properly chargeable with the salaries of such officers.

The appointment under the authority of the act of February 24, 1919, of five deputy commissioners of internal revenue to be in lieu of those whose salaries were then fixed by law, precludes continuing the fixed salary positions of deputy commissioner which were terminated by the appointment of the five deputies.—*Comptroller Warwick to the Secretary of the Treasury, March* 15, 1919.

Medical Attendance, Retired Officers and Employees, Lighthouse Service

The provision of the act of June 20, 1918, that the retired pay of light keepers and other retired officers and employees of the Lighthouse Service shall not include any amount

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on account of allowances precludes the furnishing to them of medical attendance in kind after retirement.—*Assistant Comptroller Foree to the Secretary of the Treasury, March* 17, 1919.

Transportation of Government Employees

Employees who came to the District of Columbia before receiving appointment are entitled to receive the cost of their transportation to the place of their legal residence upon discharge, if otherwise within the requirements of the act of January 7, 1919, as amended by the act of March 1, 1919.

The act of March 1, 1919, amending the act of January 7, 1919, authorizes the furnishing of transportation to the place of acceptance of employment for those employees who resign as weli as those whose services are no longer required.

Where a branch of the government service has both statutory and lump-sum appropriations, the cost of furnishing transportation to discharged or resigning employees under the act of January 7, 1919, as amended is properly payable from the lump-sum appropriation.—*Comptroller Warwick to the Secretary of the Treasury, March* 17, 1919.

Depreciation of Government Facilities Used by Another Branch of Service

While as a general proposition cooperation in use by one branch of the government service of property belonging to another is desirable, the use and accounting for such property are under the control of the administrative branch to which the property belongs and not under the accounting officers of the Treasury.

Operations of the Government not being usually for profit, where a branch of the service permits the use of its facilities by another there is no authority to demand a return or compensation based on the use alone.

A charge for depreciation in the use by one branch of the government service of facilities belonging to another, if made an item of cost, cannot authorize an actual transfer of funds in the absence of appropriation for that purpose.—*Comptroller Warwick to Director General United States Shipping Board, Emergency Fleet Corporation, March* 21, 1919.

Transportation of Government Employees

The proviso of section 4 of the act of March 1, 1919, with regard to the furnishing of transportation to employees who have left the service, which authorizes the expense to be paid from appropriations "for the fiscal year 1920," applies only to the appropriations for the War and Navy departments; the appropriations for the fiscal year 1919 being available for all other executive departments and independent establishments in payment for such transportation.

Where a branch of the government service has no lump-sum appropriation, the expense of furnishing transportation to employees who are within the purview of section 4 of the act of March 1, 1919, is properly chargeable to the appropriation for statutory salaries, it being the appropriation "for the services in which such persons are employed," within the meaning of the act; provided, however, that such readjustment of the statutory roll is made as will provide the necessary funds.—*Comptroller Warwick to the Postmaster General, March* 26, 1919.

Transportation of Government Employees

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service to another does not come within the class of those entitled to the benefits of section 4 of the act of March 1, 1919, which provides for the payment of transportation only in the case of employees whose services are no longer required, or whose employment has been terminated, or who resign from their positions.—*Comptroller Warwick to the President United States Civil Service Commission, March 27, 1919.*

Transportation of Government Employees

Nothing contained in section 4 of the act of March 1, 1919, authorizing the furnishing to civilian employees who have left the service of transportation to their homes requires an appointment to have been made in order to qualify said employee to receive the benefits of the act, a form of employment for "contract employees" being sufficient.—*Comptroller Warwick to the Secretary of the Treasury, March 27, 1919.*

Transportation of Government Employees

In the reimbursement of government employees for the transportation expense incurred in proceeding from the District of Columbia to the place of acceptance of employment in accordance with the acts of January 7 and March 1, 1919, the war tax required to be paid may be properly included as a necessary cost of the transportation for which reimbursement is authorized.—*Comptroller Warwick to the Attorney General, March 27, 1919.*

Explanation of Street-Car Fare

A full explanation of each item of street-car fare in a travel expense account is not necessary, but a statement that certain items of car fare (naming them by dates) were incurred in investigational or other official work is sufficient.

The only reason for explaining items of street-car fare in a travel expense account is to differentiate the items expended in proceeding to and from the place of lodging and subsistence, which are not reimbursable.—*Decision by Assistant Comptroller Force, March 29, 1919.*

Of Two Evils

Dr. Llewellyn Rainey, director of the Overseas War Library, was entertained at dinner by a group of Johns Hopkins students on the eve of his departure for the front.

A rich young sportsman, afflicted with swelled head, said to Dr. Rainey:

"I'm going to volunteer, Doc, but I can't decide whether to take up the cavalry or the aviation wing. Which do you advise?"

"The aviation, most decidedly," Dr. Rainey replied.

"Ah, you've seen me fly, have you?" he said.

"No," said Dr. Rainey; "I've seen you ride."—*Free Press.*

Is War Worse Than This?

There was once great consternation in the office of *Zion's Herald* when the writer of an obituary article upon a mother in Israel having said in pious phrase that she died and "claimed the promises," the paper was made to aver that she had died "and cleared the premises." And it was out at Worcester, Mass., where the Rev. George H. Hepworth having declared in a public address "I am not a free lance," the sedate *Spy* gave him fame by printing the sentence, "I want a free lunch."—*Boston Transcript.*

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THE FEDERAL EMPLOYEE

OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES

American Federation of Labor Convention Number

JUNE, 1919

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The FEDERAL EMPLOYEE

A Magazine for Government Workers

VOLUME IV JUNE, 1919 No. 6

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Frank H. Simonds

THE PRESIDENT OF THE UNITED STATES OF AMERICA

Paris, 26 March, 1919.

MY DEAR MR. SIMONDS:

I must not allow the rush of these days to prevent my turning aside at least for a moment to express my very deep appreciation of the fine support you are giving to the things that are worth while in the great settlement we are trying to effect. Your approval and support are of the greatest service, and I do not want to wait any longer to let you know that I am sincerely grateful.

Cordially yours,

WOODROW WILSON.

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THE

FEDERAL EMPLOYEE

Vol. IV JUNE, 1919 No. 6

Fraternal Greeting

To the Officers and Delegates of the American Federation of Labor in Thirty-ninth Annual Convention Assembled—

The organized federal employees represented by the National Federation of Federal Employees send cordial fraternal greeting. This message goes to you in the hope and confident belief that the deliberations and acts of your convention will redound to the benefit not only of the country's working masses but to that of the nation and humanity.

The civilian employees for whom the National Federation speaks take this occasion to voice their genuine appreciation of the effectual aid more than once freely given their cause by the American Federation of Labor, especially in connection with the repeal of the "gag law" and the organizing movement of the employees in its earliest days, when such aid was most needed. They are appreciative also of the advanced stand taken by the Federation in recording in its Reconstruction Program the conviction of organized labor that "Public employees must not be denied the right of organization, free activities and collective bargaining, and must not be limited in the exercise of their rights as citizens."

For these and other acts of timely assistance, which have had no small influence in promoting the unionization and solidarity of the civilian workers in the government service, a debt of gratitude is due the American Federation of Labor.

But the wage-earners in the employment of the Government owe to their fellow wage-earners—the organized men and women of the country—a far greater debt. To them they are indebted for the lessons taught not only by precept but by stern example steadfastly set through years of struggle—ofttimes bitter struggle and privation—that political democracy without industrial democracy is but "dust and ashes;" that every self-respecting worker, whether he works with hand or brain, or both, whether he works for a private employer or for the public, must have an adequate voice in determining the conditions of his employment, otherwise the system is autocratic, not democratic; that the manly thing to do, rather than to complain of the inequalities and injustices that fall to one's lot, is to put the shoulder to the wheel and remedy the evils, in frank recognition of the facts that it is idle to depend on others to look after our interests when we ourselves neglect them, and that all real improvement must come from within, not from without; that the individual worker in himself counts for but little; hence combination, the recognized order of the day, is absolutely essential, in order that the power of the united individuals may make itself felt; that effectual unionization presupposes fair consideration and presentation of the needs and rights of all workers, as expressed in the declaration, "One for All, All for One;" that the worker who fails to bear his proper share of the common burden is a slacker, falling short of his duty to his fellow workers as well as to the cause of democracy.

These are the great lessons—the fundamentals—are they not, that Organized Labor, as typified by the American Federation of Labor, has brought to the employees in the civilian forces of the Government? Surely no more vital set of truths was ever placed before a body of wage-earners, and when these lessons shall have been learned, not as mere theory and lip-service but in all their intensity as burned into the very souls of the workers who have for years passed through the fire, there will be better and fairer days for federal employees and a far more enlightened and more efficient public service than this country has ever yet seen.

The government workers are keenly alive to the fact that there rests on them the duty, the obligation, to serve as well as to be served; to give as well as to receive. They will not be found in the ranks of the slackers. It must be remembered in all justice, however, that the trade-union spirit, the concept of unity of interests and of solidarity among the great mass of wage-earners, is not a mushroom growth but a plant that of necessity matures slowly. It cannot be said, moreover, that the atmosphere in which most of the government's civilian employees have carried on their daily work has been, or is now, conducive to the quick development of the spirit which has grown up in the trade-unions as an evolution of many years, and which has been fostered by surrounding conditions, especially by the pressure constantly exerted from without. The progress made in the short period of their existence as a part of organized labor is an earnest of what the thousands of men and women now represented, and to be represented in ever-increasing numbers, by the National Federation of Federal Employees are to bring to the common cause in the days to come.

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American Labor's War Record

HON. NEWTON D. BAKER,
Secretary of War

The historian who looks back upon the war will see as one of the principal agencies in the rapid gathering of America's strength and the speedily successful termination of the war, the avoidance of great delays through friction and animosity between the Government and the workmen who

created and operated the vast and complex industrial machine made necessary by the unprecedented task attempted by the United States. To all these people and these agencies, the War Department feels a profound gratitude, and I welcome this opportunity to address this word to the workmen, in and out of the AMERICAN FEDERATION OF LABOR, *who assisted in the great adventure.*

HON. JOSEPHUS DANIELS,
Secretary of the Navy

At every stage of the terrible conflict from which we have just emerged, our Navy was a vital factor. Now that the smoke of battle has lifted, can any man say that the American Navy failed at any time to live up to the high traditions of its glorious past? That the equipment, so complex and varied, of the nation's fighting forces on the sea was adequately developed and maintained under the tremendous stress of the war's needs is due to the splendidly effective work done by the skillful and willing hands of the legion of loyal, enthusiastic men and women who toiled unceasingly in navy yard, dockyard, factory, and munition plant

in order that the men behind the guns might lack nothing essential to victory.

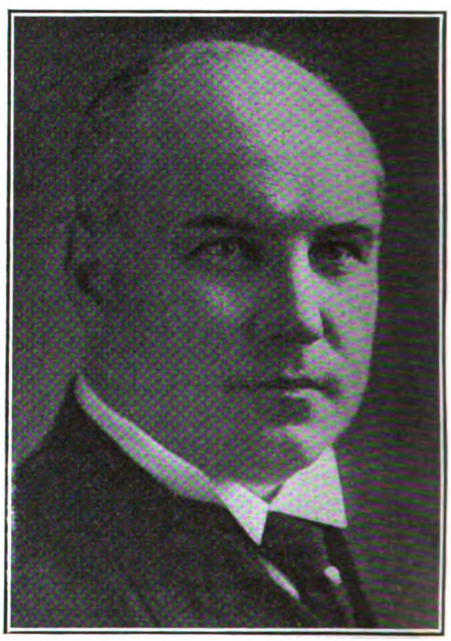
It is fortunate indeed that in the fateful hours of the Great Crisis the nation turned with unquestioning confidence to the AMERICAN FEDERATION OF LABOR *as an organization which patriotically supported the war and cooperated in every way to bring it to a successful issue. Under the leadership of Secretary Wilson and Mr. Gompers labor was a tower of strength.*

HON. CARTER GLASS,
Secretary of the Treasury

The workers of America did their full duty during the war. The patriotic devotion to the Government of the men and women of every trade and profession permitted the mobilization of the might of the United States and made possible the defeat of Germany. To their everlasting honor, they stood loyally behind our heroic sons on the battlefields of Europe. The American Federation of Labor, under the able leadership of Mr. Samuel Gompers, proved its love of country and deserves immeasurable credit in the great result.

HON. FRANKLIN K. LANE,
Secretary of the Interior

Patriotic in act, patriotic in word and patriotic in spirit—this in a word was the AMERICAN FEDERATION OF LABOR *during the war. Had there been no such organization, our difficulties would have been doubled.*



HON. W. B. WILSON,
Secretary of Labor

The world war is over and we are now face to face with the problems of peace. In all of the early wars of the world it was frequently possible for armies engaged in conflict to find means of subsistence in the countries through which they were operating. In modern warfare that is no longer possible. It has been variously estimated, and it is only an estimate because no one has made a scientific survey to determine the facts, that it requires anywhere from six to ten workers in the rear to maintain one soldier in the trenches. Labor has therefore become a very much more

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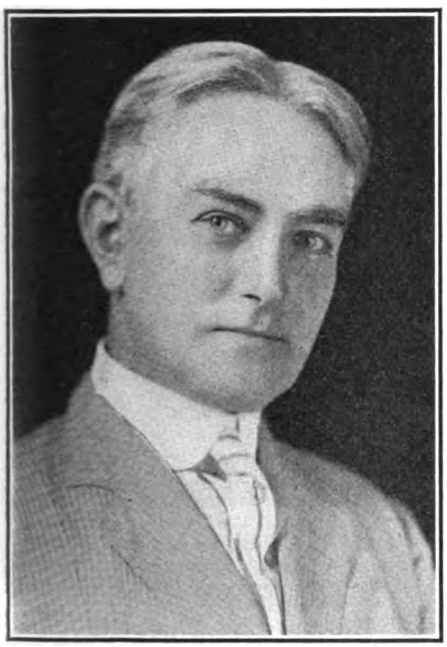
important factor in all of our war activities than heretofore. That the wage-workers of our country had an intelligent grasp of the issues involved in the world war was made evident by the enthusiastic patriotism which they displayed. During the entire period of the war we had not a strike of more than local proportions or involving any considerable number of people, and there never was a time when any of our munitions factories were seriously hampered through lack of man-power. Surely, if we can take a peace-time organization and transform it over night into a great military machine, we can by the exercise of the same intelligence and the same energy take a military organization and transform it promptly into a peace-time machine. The attitude of labor during the war is an earnest to all mankind that labor will do its part towards the accomplishment of this great purpose.



DR. P. P. CLAXTON,
United States Commissioner of Education

The great world war has been costly beyond all precedent, in life and money, devastation and destruction. The only adequate result that can come in return for the price paid is freedom for progress unhampered by outworn autocracies, feudalistic aristocracies, enforced ignorance and incompetency. The new world which is gradually emerging from the ruins of the old world that went down in the fire and flood of war must be and will be a world of freedom and democracy. But there can be no freedom without the education of man, and in a democracy all things—individual development and culture, material progress, social purity, civic righteousness, political power, and national safety—wait upon education. This means that in the new world the promotion of education for all the people and the means therefor are of supreme importance. We in the United States and in all other countries of the world where "the common people are in the saddle," must see to it that for all the people regardless of all conditions of birth and fortune is provided full, free, and equal opportunity for that kind and degree of education which will best and most fully develop their manhood and womanhood, and fit them for the duties and responsibilities of citizenship and for making an honest living and contributing their part to the common wealth of the world by some form of intelligent, skillful work done with the good will and joy that come from successful accomplishment.

To do this will cost money, much money, many times more money than we or any other people have ever yet devoted to this cause, and much wisdom in its use. Laboring people know and appreciate the value of popular education, and the AMERICAN FEDERATION OF LABOR *has long been known for its interest in public schools. The record of its efforts for the improvement in the education of all the people is an enviable one. I feel sure it will not be lax, but will now redouble its interest and efforts at this time of need for us and for the world.*

Marked Growth of N. F. F. E. during the Last Month

An increase of 4 in the number of locals and of about 5,400 in membership—this is the progress recorded for the last month.

The new unions are well distributed geographically. New England leads with two—Chelsea (No. 130) and Watertown (No. 132), both in Massachusetts. The former, which was organized through the efforts of Brother Francis McCormick, the active president of the Hingham (Mass.) Local, has its membership among the employees of the Charlestown Navy Yard. The roll of the Watertown Union is made up of workers in the Ordnance Bureau of the War Department, in the government arsenal at that place.

Passing to the South, employees of the Engineer Department of the War Department stationed in and around Tuscaloosa, Ala., recently formed Local No. 131. The new union at Crownpoint, N. Mex. (No. 129) among the latest accessions is the result of the get-together movement among employees in various lines in the Indian Service at that place.

Victor Thomas Jefferson Gannon

VICTOR THOMAS JEFFERSON GANNON was born in Chicago forty-seven years ago last November third. He died May 17 as the result of an automobile accident.

Previous to becoming interested in the handicap work, he was engaged in the insurance and stocks and bonds business, which he temporarily abandoned because of conditions brought about by the war.

Two years ago, when Mr. Benjamin J. Rosenthal of Chicago founded the Handicap Bureau with a view to aiding elderly people and cripples in securing remunerative employment he selected Mr. Gannon as superintendent and manager. One of the first things that Mr. Gannon did was to substitute the phrase "physically subnormal" for the hopeless word "cripple." He never missed an opportunity to address gatherings of employers that he might emphasize the duty of giving employment to these unfortunates, who seemed so hopelessly lost, bringing them courage and making them feel that life is worth living after all. More than 35,000 men and women, elderly or subnormal, will mourn in his death the loss of a real friend.

Mr. Gannon was a member of Washington Local No. 2.

Prize Announcement Postponed

Owing to the unexpected death of Mr. Victor T. J. Gannon of the U. S. Employment Service (a sketch of whose life appears above), it is necessary, much to our regret, to defer for the time being the announcement of the awards in the prize contests now being conducted by THE FEDERAL EMPLOYEE, *which was to have been made in this issue. Mr. Gannon was chairman of the committee charged with the duty of passing on the relative merits of contributions submitted in this connection, and had entered on the task with much interest.*

If practicable, the delayed announcement will appear in the July number.—EDITORS.

Delegates of National Federation to A. F. of L. Convention

The following have been designated delegates of the N. F. F. E. to the A. F. of L. convention, which opens June 9 at Atlantic City: President Steward and Vice-presidents Junker, Leonard, and Etheridge, Alternates: Vice-presidents Kinsell and Wiegand.

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Official Organ of the Federation: THE FEDERAL EMPLOYEE, published monthly by the Federation, Continental Trust Building

Editor, JOSEPH G. GURLEY *Associate Editor*, GEORGE A. WARREN
Business Manager, E. J. NEWMYER

THE STORY IN BRIEF OF A GREAT AND RAPIDLY GROWING ORGANIZATION

(*From The Washington, D. C., "Times," of May 16, 1919*)

"The aims of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, plans for action during the coming session of Congress, the reforms accomplished, and the growth of the organization from a handful of members to a great federation including 50,000 government employees, were explained by Luther C. Steward, President, in an interview today.

THE FEDERATION'S IMMEDIATE PROGRAM

'For the present,' said Mr. Steward, 'the NATIONAL FEDERATION OF FEDERAL EMPLOYEES is working for the following: A living wage for all government workers; retirement with pay for all superannuated employees; standardization of duties and wages and automatic increase in pay based on merit; a federal personnel board, with authority to adjust salaries and conditions of employment as circumstances warrant (the employees having representation on such board); equal pay for equal work for government employees, men and women; equal suffrage, greater political freedom for federal employees, a real merit system, including a non-partisan civil service commission to succeed the present bi-partisan commission, and a training school where all government employees may be given an opportunity to study for executive positions—this school to be maintained by the Federal Government.

LARGE RESULTS ALREADY OBTAINED

'Among the changes which were brought about, largely through the activity of the unions, are the following: The defeat of the Borland amendment which proposed to lengthen the working hours of the government employee without increase in pay; in 1917, an increase in salary of 10 per cent for a year for all government employees receiving $1,200 or less and an increase of 5 per cent for one year for all government employees receiving from $1,200 to $1,800 salary a year; at the next session of Congress a flat increase of $10 a month for a year for all government employees receiving up to $2,500 annually.

'At the last session of Congress the Federation asked an increase of $1 a day in pay for all government workers; a measure containing provisions for a $240 increase or bonus was passed. The Federation also succeeded in obtaining the inclusion of the War Risk Bureau in the benefits of this measure. The clerks of that bureau obtained $120 in addition to their basic salary. The Federation has also been active in urging salary reclassification, and it was largely because of the Federation the Joint Committee on Reclassification of Salaries was created.

THE NOLAN MINIMUM WAGE BILL

'The Federation also urged the passage of the Nolan measure providing for a minimum wage of $8 a day for all adult full-time employees. This bill passed the House, but because of the congestion of business during the closing hours of Congress was not acted upon by the Senate. This measure will be reintroduced during the coming session and, we expect, will be passed by both houses, signed by the President, and become law.

THE ORGANIZATION STILL IN ITS INFANCY

'THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES was granted a charter by the American Federation of Labor in September, 1917. The first local was organized in San Francisco in January, 1913, shortly after government employees were given the right to organize. The first Washington local was organized in 1916, and is known as Local No. 2. Locals Nos. 3 and 4 are located in Milwaukee and New York, respectively. In the fall of 1917 the American Federation of Labor granted a charter to the organization, composed of forty locals, and the independent local organizations were affiliated with the national labor organization. This took place after a convention of the locals was held in September, 1917.

AN IMMENSE GROWTH—STRIKES PROHIBITED

'There are approximately 50,000 Federal employees in the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, about 25,000 of whom are employed in the National Capital. This number is being constantly increased. There are four locals in Washington and 130 locals distributed among forty-one States.

'The constitution of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, and the constitutions of all the local unions prohibit strikes against the United States Government, and also prohibit the union from aiding in any strike against the Government.

'The primary basis of the Borland fight involved a labor problem—increased hours without increased pay, and a change of conditions of employment on the part of the employer without consulting the employee.

AMERICAN FEDERATION OF LABOR HELPFUL

'The American Federation of Labor came to the rescue of the federal employees at the critical time and gave the help needed to defeat the Borland amendment. Out of this affiliation the cooperative association of federal employees became the Federal Employees Union.

AFFILIATION SATISFACTORY

'A careful study of our problems will show that nearly all of the larger ones are labor problems. Our affiliation with the American Federation of Labor has been most satisfactory. Every possible help has been given us by that organization, and we owe it much.

BROAD PURPOSES OF THE FEDERATION

'The NATIONAL FEDERATION OF FEDERAL EMPLOYEES was not formed to coerce the Government, but to cooperate with it whenever possible, nor is there anything in the union as organized antagonistic to the Government. On the contrary, the union stands for the highest possible efficiency in governmental affairs, and has become, it is believed, a helpful factor in promoting efficiency in the executive departments.

'The Federal Employees Union is a cooperative business agent for the civil service employees of the United States Government. The general purposes of the union are to protect all government employees from injustice and to promote their interest generally as government employees and to aid the Government in establishing efficiency in administration.'"

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The American Labor Movement

A brief account of its makeup, achievements, and aspirations. The American Federation of Labor from its formation nearly forty years ago to the present time is portrayed in outline as are some of the chief principles and measures advocated by the Federation.

This article has been prepared largely from President Gompers' abstract of the statement made by him several years ago before the United States Commission on Industrial Relations. In several instances his use of the first person has been followed. Care has been taken to revise the subject-matter where necessary in order that it may represent present-day conditions. In this connection THE FEDERAL EMPLOYEE is indebted to Secretary Frank Morrison and Editor J. P. Egan of the American Federation of Labor for assistance courteously given.

THE American Federation of Labor was formed in 1881 in Pittsburgh. Samuel Gompers was elected its first vice-president. With the exception of three terms he has been president of the A. F. of L. since that time.

The Federation covers practically the whole field of industry. There are no limitations as to membership. The only requirement, so far as the A. F. of L. is concerned, is that the organization desiring affiliation shall be composed of wage-earners.

THE MAKEUP AND METHODS OF THE A. F. OF L.

The A. F. of L., as its name implies, is a federation of organizations, each of which has its own government, determined by its own needs and requirements, the result of the expe-

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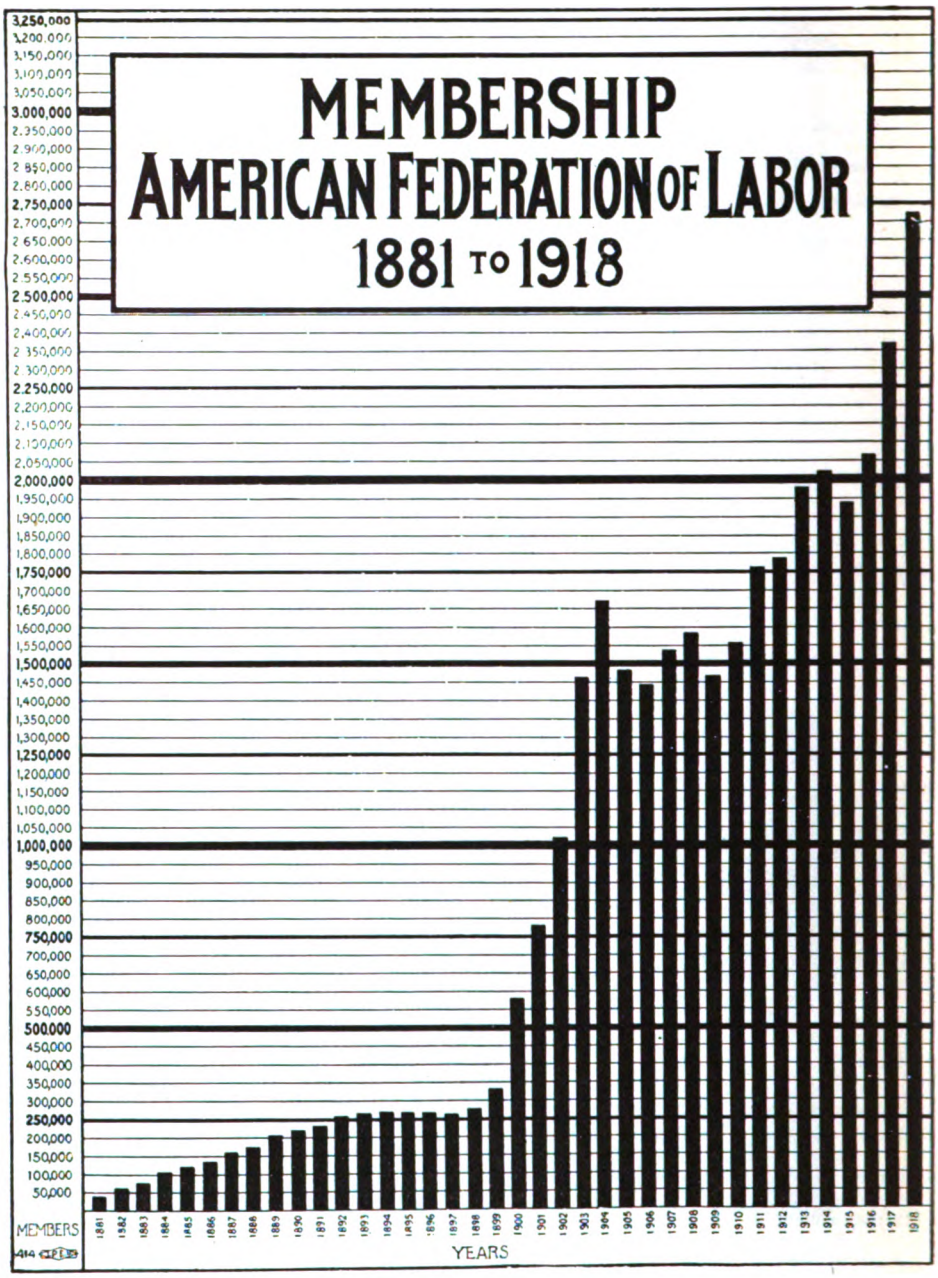
riences of the members of the organization. This right to self-government was recognized in the beginning and has been reaffirmed and adhered to as consistently as possible. The Federation has no powers except those which are authorized and conceded by the organizations, which compose it. These powers are enumerated in its written constitution and the definite direction of conventions.

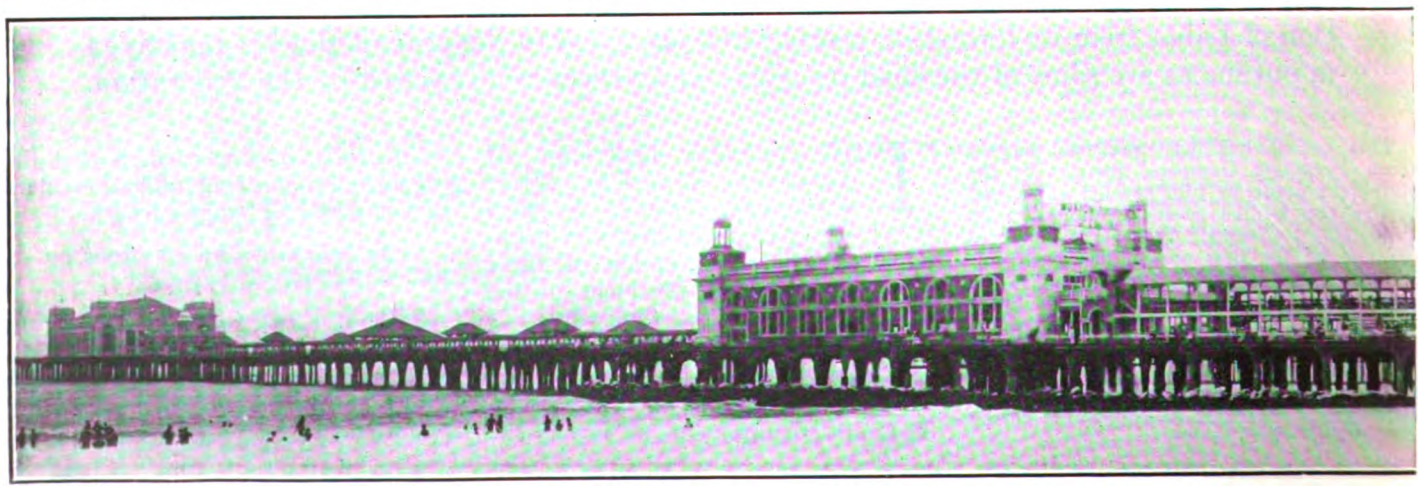
There are affiliated to the A. F. of L. 111 national and international unions, forty-six state federations of labor, 816 city central bodies or local federations of trade unions in a city or town, 884 directly affiliated local trade and federal labor unions whose chartered existence will continue until there are sufficient numbers belonging to each trade or calling to form a national trade organization. There are industrially five departments for the more effective cooperation of allied trades.

The A. F. of L. holds annual conventions. The officers of the Federation consist of a president, eight vice-presidents, a secretary, and a treasurer. These eleven officers constitute the Executive Council. The convention is the supreme lawmaking body of the Federation, exercising all authority within the limitations of power conceded to the Federation by the constituent or affiliated sovereign organizations. The A. F. of L. is modeled after the Government of the United States, both as to federal jurisdiction within federal limitations and state sovereignty with local prerogatives and rights. In the A. F. of L. the right of withdrawal remains with the affiliated unions. No one can question the right of a local organization within the Federation to withdraw. The affiliated organizations are held together by moral obligations, a spirit of camaraderie, a spirit of group patriotism, a spirit of mutual assistance. There are no coercive methods used by the A. F. of L. to prevent the withdrawal of any affiliated organization. Similarly, no coercion is used in



regard to national organizations which are not affiliated to the A. F. of L. We feel that it is the duty of every wage-worker to belong to the union of his trade or calling; that it is the duty of the local union of a trade or calling to belong to the national or international union of that trade or calling; and that it is equally the moral duty of every national or international organization of bona fide workingmen to belong to the A. F. of L.

All the actual power, however, outside of the moral power that the



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A. F. of L. possesses is the power of expulsion from membership in the Federation, which carries with it the expulsion of local unions from state and central bodies.

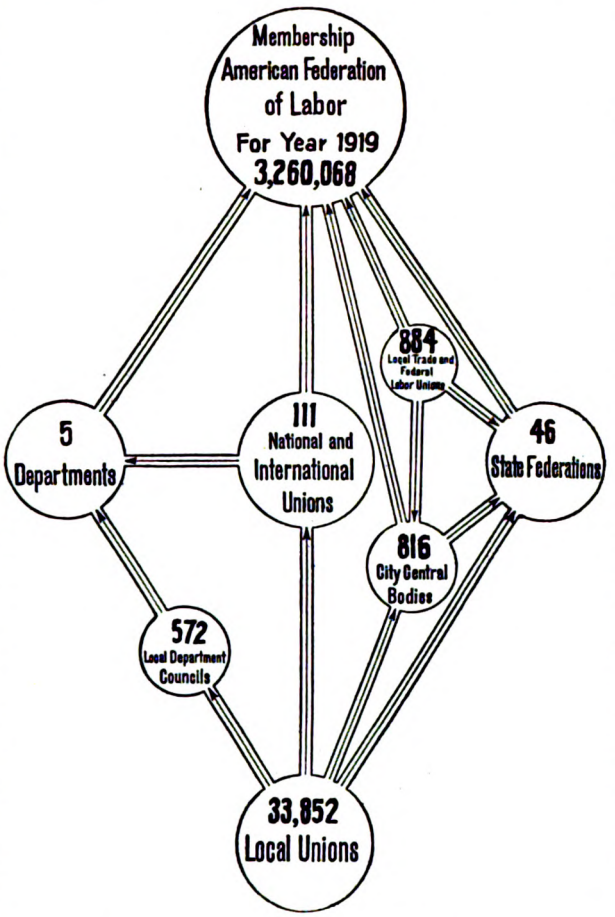
The experiences of the men in the movement have shown one fact standing out in bold relief: that every movement of workingmen which had a system of government by which power, force, or compulsion was exercised aroused resentment, repudiation, and dissolution, while on the contrary an effort which was controlled by exerting moral force upon the doings of men and women has always exercised a beneficent influence. In other words, workingmen are just human beings. No member of any organization has the right to force another to take any certain action, and no trade union has the right to force a member to go on strike. The sole force that any organization has is moral.

The Executive Council of the A. F. of L. is an administrative committee for the purpose of carrying into effect the conclusions reached by the conventions, and to take initiative in any matter, particularly legislative, upon which the convention has not had an opportunity to express itself; to be helpful in any and every way to any activity contributing to the protection, benefit and welfare of the people, particularly the wage-earners. The powers of the Executive Council are set forth in the constitution.

THE A. F. OF L. HAS ENJOYED A REMARKABLE GROWTH

Starting in 1881 with a membership of fewer than 50,000, the A. F. of L. reports an average membership of 3,260,068 for its fiscal year ending April 30, 1919. It is estimated that the membership at this writing is more than 3,625,000. The membership gain by the A. F. of L. is shown in the accompanying chart, which was part of last year's official reports and includes the fiscal year ending April 30, 1918.

Another chart submitted in the same reports illustrates the relationship of



the various affiliated organizations to the A. F. of L. This chart shows that the integral part, the key, the heart of the Federation is the national or international union. The sovereign national and international unions are the primary elements. The five departments were created for the mutual protection, the advancement of the individual trades or callings of the industries interested in the departments. The membership of the organizations affiliated to the A. F. of L. is composed of adults, chiefly men, but there are many women. If you allow five to a family it is only fair to assume that associated and identified with the A. F. of L. we have about 18,000,000.

ATTITUDE OF THE FEDERATION TOWARD VITAL QUESTIONS

Recognizing the fact that associated effort is of greater influence and power to secure a given object than is individual effort, the first purpose toward which the A. F. of L. directs its efforts is the encouragement of trade and labor unions and the closer federation of such unions. These efforts are concerned with local, state, national, and international bodies, the establishment of departments and central bodies in order that the organizations may aid and assist each other in industrial struggles. They aim at the protection of the rights and the interests of the members and of all working people, the promotion and the advancement of their economic, political, and social rights. They aim to make life better worth living in our day, so that the workers may be in a better position to meet any problem that may confront future generations. In a word, the organizations leave no effort untried by which the working people may find betterment in any field of human activity. Economic betterment in all directions comes first. The Federation has from time to time formulated definite programs for such improvements, but it has always concerned itself with first questions first. The conventions have passed resolutions recommending concrete ameliorative measures.

(To be continued in our next issue)

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Unions Among Federal Workers

The present-day thriving organizations of government employees had humble beginnings. Chicago post-office clerks formed the first government employees' union affiliated to the American Federation of Labor. The growth of the trade-union movement among federal workers is traced from the beginning to the marked development of today.

By THOMAS F. FLAHERTY

Secretary-Treasurer of the National Federation of Postal Employees

"THERE is one thing that is stronger than armies, and that is an idea whose time has come," said Victor Hugo! The idea that they must effectually organize and cooperate with other wage-earners in a common movement for mutual betterments in working conditions has now come to be generally accepted as an economic truth by thinking government employees. And on this sound foundation there is being upbuilded in the government service an industrial army that will eventually be ranked as one of the most important groups in our varied national life.

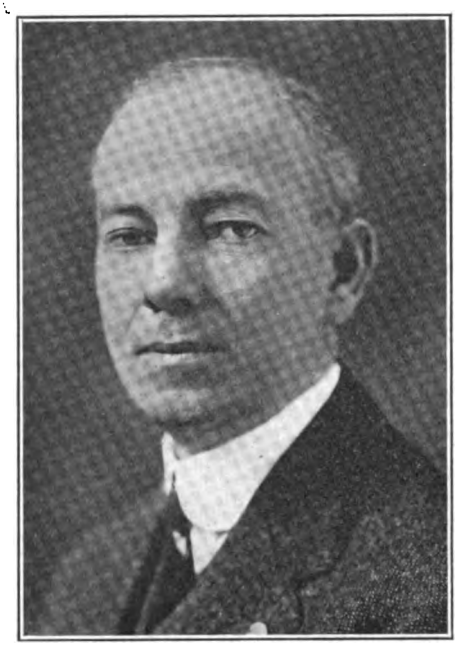
THOUSANDS OF GOVERNMENT EMPLOYEES ARE UNIONIZED

In recent years thousands of government employees in all parts of the country and in every conceivable vocation have formed labor unions and have come within the fold of the American Federation of Labor. In so doing they have corrected in a measure the erroneous public idea that a government employee is a sort of political parasite, an industrial incubus, living a life of indolent ease off the bounty of an indulgent nation. For only workers join unions. The word UNION has a definite meaning to almost everyone. It means an aggregation of wage-earners with problems and grievances and a determination to stick together in order to right collectively existing wrongs and institute a saner and better industrial order.

If the average citizen in this country has had heretofore a misconception of the status of the government employee in our national life, the fault can be traced to the employee himself; for until the employee realized his economic dependence upon his fellow-workers in private industrial fields and the need of joining with them in a rational program for the evolutionary progress of all groups of workers, he could not expect others to see that he was something more than a mere cog in a vast machine.

GOVERNMENT EMPLOYEES LONG INDIFFERENT TO UNIONISM

The past indifference of the employee toward collective action can be traced directly to the fact that until 1883 employment in the government service was conditioned entirely on political favor. Congress appropri-



LUTHER C. STEWARD
President of National Federation of Federal Employees

ated lump sums for the various civil establishments, and these were spent with more regard for political considerations than for the public welfare. The government employee secured his appointment through partisan preference and his promotions—if he got any—in the same manner. He acquired the habit of looking to some outside political source for advancement. The idea of looking toward his associates for mutual advancement by collective action was slow to take root. In such an atmosphere individualism was rampant. Government employment gradually changed, however, from a political to an industrial status. Men and women began entering the service TO WORK, not to escape work, which was the former impelling motive. Civil service rules slowly restricted, although by no means entirely eliminating, political factors in obtaining appointments and promotions. Today the Government's civil establishments are conducted with the same end in view as in private industry—maximum production at minimum expense. And into government employment have crept almost unnoticed many of the abuses and wrongs that workers in private industry fight against—low wages, improper working conditions, autocratic management, and absence of recognition of the human element.

POSTAL EMPLOYEES LEAD THE WAY TO BETTER THINGS

It was natural that the postal employees should be the first group of government workers to feel the need of collective action and to forsake the old doctrine of "each for himself." The postal service is close to the people. The people as a whole, unconsciously perhaps, are hard taskmasters. They demand an efficient mail service—and they are entitled to it. The tradition of the American mail service is speed and accuracy and then more speed. This makes the job an exacting one. Employees are driven harder and longer than in other branches of federal service, and the postal workers therefore first felt the need of organizing to ward off oppression and lighten their labors.

In the early eighties city letter-carriers and postoffice clerks formed local organizations, which maintained secret alliances with the Knights of Labor. In 1888, before they had formed a national organization, the city letter-carriers were granted by Congress an eight-hour law. The bill was reported out of the House Labor Committee. Samuel Gompers and John Lennon, then active young labor agitators (they were called less complimentary names in many circles), appeared before the committee in behalf of this legislation. Yes! the Grand Old Man of Labor, Sam Gompers, was fighting for the government employees more than thirty years ago, long before they had sense enough to fight for themselves.

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FEDERAL EMPLOYEES UNIONS GROW INTO NATIONAL ORGANIZATION

In 1900 the Chicago postoffice clerks applied for and were granted the first charter issued by the American Federation of Labor to government employees. This was the pioneer union organization among such employees. It blazed the trail that many have since followed into the American Federation of Labor.

GILBERT E. HYATT
President of National Federation of Postal Employees

From 1900 until 1906 postoffice clerks in various cities formed local unions affiliated with the American Federation of Labor. Unaffiliated organizations, it was discovered, were too easily controlled or ignored by Department bureaucrats. It has been said that Postmaster General Burleson taught the postal workers that they belong to the proletariat. In all innocence or through lack of comprehension he accentuated the need of affiliation with labor, greatly accelerating the movement into the American Federation of Labor, but the records show that the drift toward a more effectual form of organization had started before Mr. Burleson began mismanaging the postal service. The Roosevelt "gag order" of 1902 created unrest among the postal workers, who resented this deprivation of the fundamental right to petition Congress.

August 27, 1906, representatives of the seven local unions then in existence—Chicago, San Francisco, Milwaukee, Louisville, Nashville, Salt Lake City, and Muskogee—met in Chicago and formed the National Federation of Post Office Clerks, exchanging their local charters for a national charter in the American Federation of Labor.

The signers of this postoffice clerks' "Declaration of Independence" were Edward B. Goltra, George F. Pfeiffer, Leon J. Niemschesky, J. Everett Seeley, J. J. Fields, R. P. Dews, H. J. Caveney, and John P. Grogan. Pfeiffer of Milwaukee, Fields of Louisville, Seeley of Salt Lake City, and Grogan of Chicago, are still in the Postal Service in their respective cities. Goltra is an insurance broker in Chicago; Dews is a lawyer in Nashville; Niemschesky is a planter in Texas. Caveney died in San Francisco in 1908.

The leading spirits in what was then a radical departure from the beaten path had to work quietly, almost secretly. They met in a back room of the Briggs House, Chicago, dodging a corps of vigilant postoffice inspectors who had been detailed to thwart the conspiracy in its infancy. The national organization had to fight not only the open opposition of the Post Office Department, which was made manifest by reprisals upon active members by the bureaucrats, who saw in this rising tide of democracy a curtailment of their unlimited authority over subordinates, but also the apathy, prejudice, and lack of understanding of trade unionism among the employees themselves.

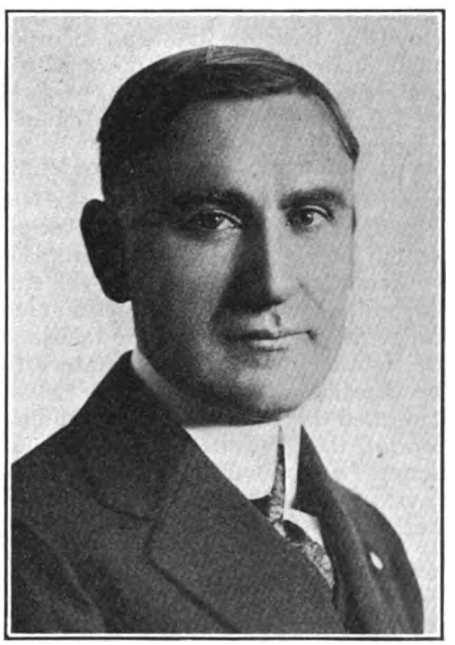
The public press, for the greater part, sustained the action of the postoffice clerks in forming a national organization allied with the American Federation of Labor. This excerpt from an editorial in the *Saturday Evening Post* of November 10, 1906, is typical:

> The attitude of the Department towards the Postal Clerks' Union appears to be that the Union may exist as long as it does not do anything in particular. It is difficult to understand how it makes for the good of the service or for good citizenship, or for a proper relation between employer and employed when the public employee—whether of nation, state or city— is treated as though he belonged to a class different from the employee of a private person or corporation. The right of the latter to form unions and advance their own interests in peaceful ways—even to petitioning Congressmen and threatening to vote against obnoxious candidates for office—is everywhere generally admitted. Everybody knows how little usually comes of recommendations by Department heads. It remained for the clerks to organize and work for better conditions. We see no reason why they should be discouraged in this course. It is pretty certain that in about eight cases out of ten they will not get the improvement unless they do exert themselves for it.

Other leading papers were equally fair. The Chicago *Record-Herald* said in part: "The formation of the new Union may be considered a revolt against the reactionary policy of the old Association." The New York *Evening Journal*: "There is nothing extraordinary in this fact [the organization of the Federation in Chicago] yet it has stirred up to an alarming degree newspaper correspondents and editors all over the country. And why all this fuss over what seems to be a natural step taken by organized workingmen?" Postmaster General Cortelyou prepared a statement to the press, saying: "Employees can form all the Unions they desire as long as they keep strictly within a purely fraternal or beneficiary character." First Assistant Postmaster General Hitchcock said: "There is no postal regulation that prohibits the employees of the Department from joining organizations of this kind [Unions]," but referred to the executive orders of January 31, 1902 (Roosevelt's "gag order"). Chicago *Examiner:* "There is no good reason why the employees of the Government should not organize the same as other employees."

FIGHT FOR RIGHT OF PETITION AND AFFILIATION WON

The leaders in the union movement were quick to see the imperative necessity of having the "gag order" of 1902 abrogated. All the energy and resources of the struggling organization were centered on this large fundamental. A request for the restoration of the right of petition to government employees was embodied in the historic Bill of Grievances submitted to Congress by the American Federation of



THOS. F. FLAHERTY
Secretary-Treasurer of National Federation of Postal Employees

Labor in 1906. In the 62d Congress bills to this same effect were introduced by Senator La Follette and Congressman Lloyd. Secretary Morrison of the American Federation of Labor; Carl C. Van Dyke, now a Congressman from Minnesota, then

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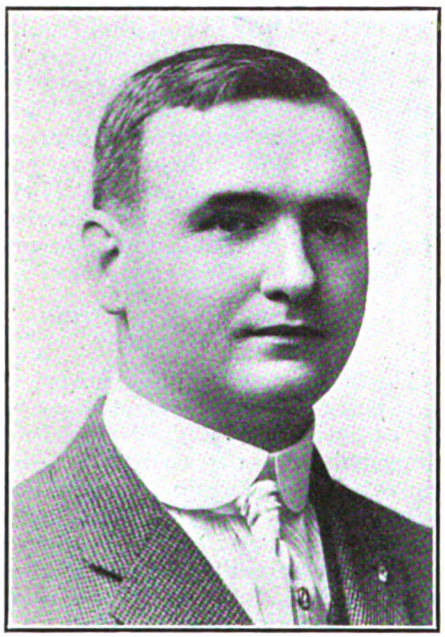
a legislative representative of an insurgent railway mail clerks' organization; Oscar F. Nelson, now a conciliator in the Department of Labor, then President of the National Federation of Post Office Clerks, were the principal witnesses in behalf of this legislation before the House Committee on Reform in the Civil Service. President Gompers later appeared before the Senate Post Office Committee, when the substance of the



E J. RYAN
President of Railway Mail Association

Lloyd-La Follettee bill was incorporated into the postal appropriation bill. It was enacted into law August 24, 1912, as part of the postal appropriation bill.

This law of August 24, 1912, for which the Union postoffice clerks had been fighting for a decade, is a veritable bill of rights for the government workers. It not only restored the employees' right of direct petition to Congress, but it clearly established the right to unionize and affiliate with the American Federation of Labor. It opened the way for the later affiliation of the National Association of Letter Carriers, the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, and the Railway Mail Association.

RAILWAY MAIL CLERKS AND CITY LETTER CARRIERS AFFILIATE

The Brotherhood of Railway Mail Clerks was the second national organization of government employees to join the American Federation of Labor. It was chartered May 1, 1914. This organization was merged into the National Federation of Postal Employees April 25, 1917.

The Railway Mail Association, representing a majority of the railway mail clerks, decided in June, 1917, to take a referendum vote on the question of affiliating with the American Federation of Labor. The vote showed 6,827 in favor of affiliation and 2,072 against. On December 22, 1917, the Railway Mail Association was chartered by the American Federation of Labor. Subsequently (February 6, 1918) the National Federation of Postal Employees surrendered its jurisdiction over railway mail clerks to that Association, which now comprises nearly 100 per cent of all railway postal clerks.

The National Association of Letter Carriers is the oldest and one of the strongest of all government employees' organizations. It was formed in Milwaukee in 1889, one year after the city carrier eight-hour law was passed by Congress. Prior to the formation of a national organization city letter carriers were identified in a quiet way, befitting the period, with the Knights of Labor. For years the question of affiliation with the American Federation of Labor was debated by the carriers, but it was not until the Dallas convention in September, 1917, that the sentiment was strong enough to swing the entire organization into the labor movement. On September 25, 1917, the National Association of Letter Carriers was chartered by the American Federation of Labor.

RISE OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

The first unit in the National Federation of Federal Employees was formed at San Francisco in January, 1913. A few clerks in various government departments in Washington had joined the Bookkeepers, Stenographers, and Office Assistants' Union, but there was no noticeable interest on the part of the great mass of federal employees in the District of Columbia in the vital question of organization. Then the late Representative Borland, in March, 1916, introduced his now famous amendment to lengthen the hours of employment for government workers in the District of Columbia without increasing their compensation. At once things began to happen. The apathetic government employees awoke to a realization of their own helplessness. Mr. Borland had succeeded in doing overnight what years of preaching by trade unionists had failed to do. The government employees in the District of Columbia decided to join the American Federation of Labor, and did so in great numbers.

One drink of a certain liquor, it is said, will cause a rabbit to spit in the face of a lion. The Borland amendment had some such effect upon the usually placid Washington employee. The writer recalls addressing a meeting, when the Washington Local of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES was formed, which was wildly enthusiastic and showed signs of real militancy. The same spirit and determination were displayed at other meetings that the writer had the opportunity of addressing in those early days.

The formation of a large, enthusiastic union in the District of Columbia had a stimulating effect on other government workers throughout the country. More than seventy Locals

EDWARD J. GAINOR
President of National Association of Letter Carriers

had been chartered by the American Federation of Labor in about as many cities when a conference was called in Washington, September 17, 1917.

From this conference emerged the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, with a broader jurisdiction than any other unit in the American Federation of Labor and with a potential strength that assures it a high place in the labor movement. Through a combination of fortunate circumstances, combined with wise and judicious leadership, the NATIONAL FEDERATION OF FEDERAL EMPLOYEES has made splendid progress in its relatively brief existence. Its possibilities are unlimited. It has already accomplished this one important thing—it has made articulate the voice of the government employee and has given him an effective avenue of approach to the administrative and legislative officials of our Government.

From that humble beginning—a secret, back-room meeting of a few postoffice clerks in the Briggs House, Chicago, thirteen years ago—there have evolved four powerful union organizations of government employees, working harmoniously together for the one large objective—the thorough democratization of the federal civil service.

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The Women in Our Ranks

From a state of comparative indifference toward organization, for reasons which the writer gives from personal observation, the women employees in the government service in large numbers have come into the labor movement in the true spirit. There is no proper place for sex lines in organization work, and practical recognition of this fact is an important factor in the life of our National Federation that has made, and is making, for success.

By FLORENCE ETHERIDGE

Third Vice-President of the National Federation of Federal Employees

ONE of the first observations of writer, as the Treasurer of the Washington Federal Employees Union, who, as the only woman officer of a new and aggressive organization, was keenly alive to the attitude of the Union to members of her sex, and to their attitude, reciprocal or otherwise, to it, was that the women did not come into the Union as rapidly as did the men.

WHY THE INDIFFERENCE OF WOMEN TO ORGANIZATION

There were probably half a dozen factors underlying the comparative indifference shown by the women of the federal service; one of these being, no doubt, despair of any remedy for existing conditions because they had seen efficiency commissions come and go, and inefficient employees come and stay for so many years, that the hope which is said to "spring eternal in the human breast" had lost its elasticity. As just said, there were probably half a dozen factors, but the greatest of these was ignorance. The trade-union movement! To how many people in the federal service, and especially to how many women, did it not mean everything that was dull and sordid, or in any case, unladylike! I am reminded of a little lady from Virginia, who, in the early scorching days of my first interminable summer in Washington, pounded wearily but persistently the punching machine next to mine in the Census Bureau, and who, in a moment of relaxation at the noon hour, confided, "I used to think no real lady ever wilted her collar!" It was, it seemed to me, in the maze of preconceived ideas as to what a "real lady" might or might not do, and fundamentally in an attempted distinction between a "real lady" and that much finer creature, a real woman, that so many of our women government employees lost their way. For a long time they failed to realize the opportunity offered to associate themselves with the highest and most comprehensive economic and social movement of any time.

Then there were those who, having been associated with the Suffrage organizations of an era when these were the center of an attack such as could be weathered only by those who had hardened their souls past any femin-

FLORENCE ETHERIDGE

ine shrinking from storms, expected that the organization would adopt a policy of discrimination against its women members. They were not, it is sad to have to state, without adequate reasons for such forebodings in the occurrences of a too-recent past. In so far as the officers could be said to represent the organization, however, if there was any one of them more urgent in insisting on the rights of the women in every particular than the treasurer (a woman), it was the President, Mr. H. M. McLarin.

JOINT ORGANIZATION WORK OF MEN AND WOMEN GOOD

My experience in organization work with men has been exceptionally fortunate, a fact I appreciate as I read the experiences of other women in the same field. It is true that there were sporadic instances in which I could trace the ancient prejudice against entertaining seriously the opinions and relying definitely on the judgment of a woman unless first filtered through the mind of some man, but I am here to say that in the work of the organization of federal employees, and in the work of the American Federation of Labor, considered as a whole, I have found myself not only unhampered by the fact of sex but in many cases aided by it. Perhaps while we lament the decadence of chivalry among the so-called higher classes, we might discover, if we looked, that it has only been transplanted into the keeping of the people in whose hands alone it can be a living and vital thing—the men, and the women too, who are the workers of the world.

SPIRIT OF LABOR MOVEMENT AMONG THE WOMEN EMPLOYEES

It was only a few months, however, after our organization had begun the steady growth which has characterized it since the first feverish months when a rush of applicants for membership followed the discovery that the infant union was not actively opposed by the Government or its administrative officers, before the women began to enter it in large numbers. They too saw the light that was to bring a new day for the federal employee. By degrees this light—the spirit of the labor movement—somehow has shone through the dull garments with which personal interpretations have enshrouded it, until the women of our organization have become as articulate as the men. They are presenting their claims to recognition reasonably, without the lack of balanced judgment which has been too often charged against them in the past, but with an insistence which is based on the conviction of the justice of those claims; with, moreover, a confidence in the result which arises largely, in my opinion, from the knowledge that their new political power through the ballot will not fail of the immediate reaction upon the Federal Service which every other

(*Continued on page* 349)

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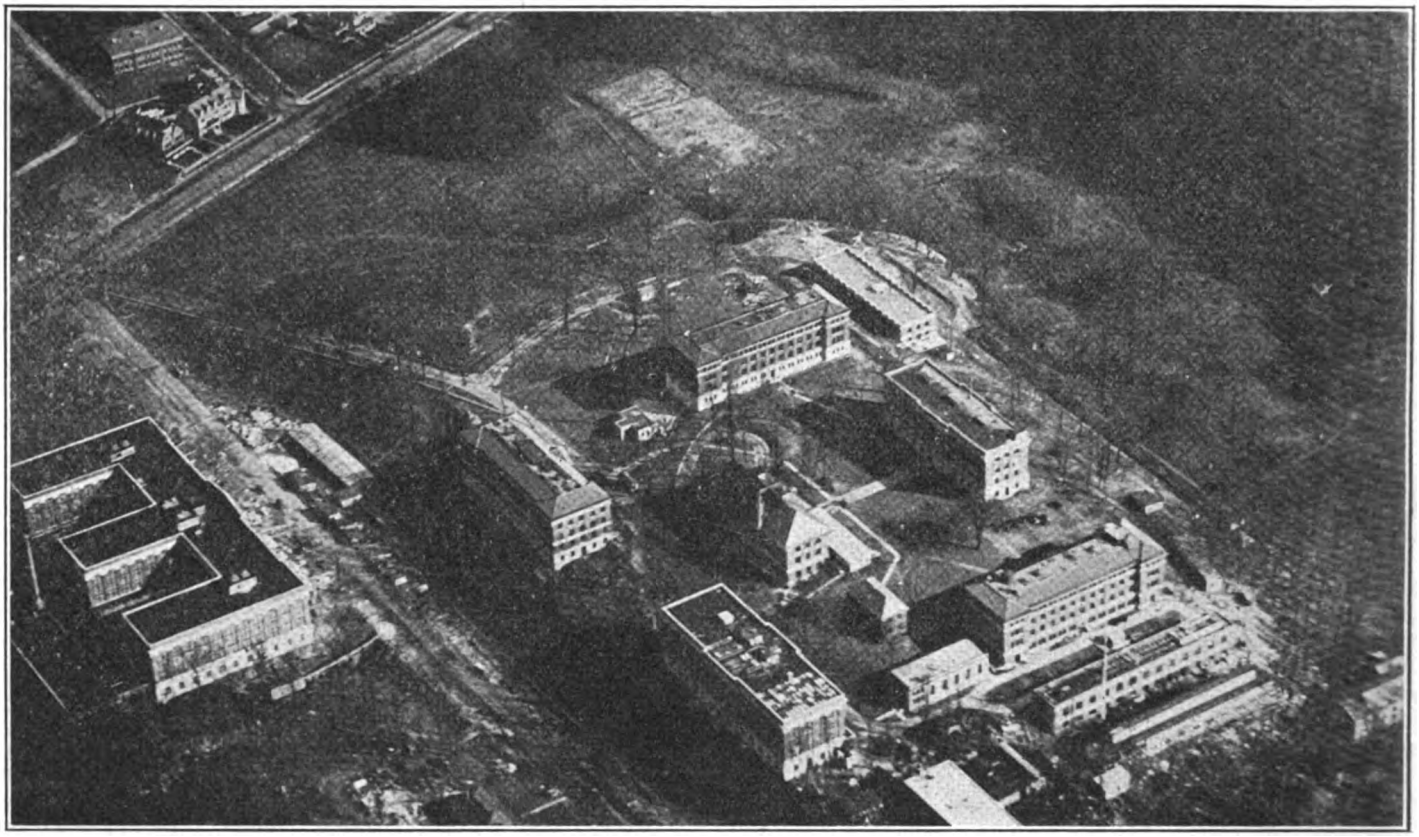

BUREAU OF STANDARDS BUILDINGS
(Photographed from an aeroplane)
The Bureau of Standards is one of the best known scientific laboratories in the world.

Scientists Join the Union

Scientific and technical employees of the Government stationed in Washington, without regard to departmental lines, vote, at one of the largest mass meetings of scientists ever held in the National Capital, to form a branch of Local No. 2. This action followed full and free discussion of the subject from several angles, as outlined below. The decision of the scientists means much, it is believed, to the future of both science and organized labor.

By P. G. AGNEW

Physicist, Bureau of Standards, and Secretary of Scientific and Technical Branch of Federal Employees

THE formation of a union of the scientific employees of the Federal Government is an event of much more than local importance; it is a step of great industrial significance.

SCIENTISTS' ACTION MOST IMPORTANT, SAYS PROMINENT NEWSPAPER

Said the *Washington Times:*

One of the most important items in this newspaper or any other newspaper yesterday was the announcement that government scientists and technical men had become members of the Federation of Federal Employees.

Men who have spent years in enriching the country by the concrete results of their scientific study are today drawing salaries that mean privation and want.

The government scientist is a developer. He has been the pioneer who has found the coal, the iron, the gold. He has cleared the waste lands and made the desert bloom.

For scientists to combine for their own betterment is only common sense. This newspaper congratulates them and predicts that in joining hands with other employees and officials of the Government they have not only done themselves justice, but they have fallen into step with the general advance for the benefit of the world.

ADVANTAGES OF PROPOSED ORGANIZATION CLEARLY STATED

The organization was formed at a mass meeting of scientific and technical employees of the Government held at the New National Museum, May 8. The call for the mass meeting outlined the situation as follows:

The question of an organization of scientific and technical workers, which has been widely discussed during the last year, is brought acutely to the fore by the work of the Joint Congressional Reclassification Commission, as the Commission wishes to deal with employees only through organizations, not as individuals. The purpose of this meeting is to determine whether the scientific and technical workers in the federal employ wish to organize, and, if so, what sort of organization they desire.

Some of the advantages of organization that have been urged are:

Improvement of conditions and facilities for more effective scientific and technical work;

Adequate presentation of the needs and results of such work to the public and to legislative and administrative officers;

Greater freedom in both official and non-official activities;

Just and reasonable salaries based on service performed and the economic and social conditions which prevail;

Greater public recognition of the aims and purposes of research;

Advancement of science and technology as an essential element of national life.

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THE THREE PLANS FOR ORGANIZATION WHICH WERE DISCUSSED

The question of organization was discussed at an informal meeting on April 23 of some thirty men, and the undersigned committee was designated to formulate plans for discussion at a mass meeting to be called by the committee. On account of the urgency of the work for the Joint Congressional Reclassification Commission, only plans of organization limited to government employees are suggested for consideration at this time.

Plan No. 1.—To work only through existing scientific organizations.

Plan No. 2.—To form an independent organization of those federal employees doing scientific or technical work.

Plan No. 3.—To form a scientific and technical branch of the Federal Employees Union.

Dr. R. H. True of the Bureau of Plant Industry acted as chairman, and Mr. J. C. Hoyt of the Geological Survey as secretary of the meeting. The committee charged with calling the mass meeting consisted of H. L. Shantz (Agriculture), chairman; P. G. Agnew (Commerce), L. W. Chaney (Labor), F. L. Newton (Smithsonian), W. L. Thurber (Interior).

A brief description of the British Union for Scientific Workers was read. In order to facilitate the consideration of the question the committee invited speakers to open the discussion from each of the three points of view.

Plan No. 1 received very little support, no one being found to open the discussion by outlining its advantages. The advantages of *Plan No.* 2 were presented by Dr. W. J. Humphreys of the Weather Bureau, and the advantages of *Plan No.* 3 by Dr. E. B. Rosa of the Bureau of Standards. A spirited but good-natured discussion between the advocates of Plans 2 and 3 followed. President Ryan of Local No. 2 was present by invitation of the committee, and answered questions that were raised in regard to the proposed organization, and the attitude of the Union toward it.

Plan No. 3 was adopted by a substantial majority, and it was voted to petition the Board of Representatives of Union No. 2 for admission as a separate branch. The minority included those favoring either Plan 1 or Plan 2, together with a small number favoring a separate organization directly affiliated to the American Federation of Labor.

SUMMARY OF REASONS IN FAVOR OF PLAN ADOPTED

The consideration which led to the adoption of Plan No. 3, namely, organization of a scientific and technical branch of Federal Employees Union No. 2, may be summarized as follows:

1. The belief that science can never play its real rôle in the development of our national life until the great body of workers of the nation has a sympathetic understanding of the significance of research, and that such an understanding can be brought about only by the scientific workers joining hands with the other workers of the nation.

2. Specifically, the belief that the affiliation will greatly accelerate a general understanding of the economic relation between scientific research and the problem of a higher national standard of living; and that, when the workers generally realize fully that there is a limit beyond which the standard of living of the average of the population cannot progress by usual methods of readjustment, and that this limit can be raised only by research and the utilization of the results of research in industry, the cause of science will be placed in a position which we cannot now anticipate.

3. The necessity of contact with a body having the confidence of, and influence with, those with whom decisions rest.

4. The complete autonomy enjoyed by the organized federal employees in affiliation to the American Federation of Labor, and by the Scientific and Technical Branch in its affiliation to the former as represented by Federal Employees Union No. 2.

5. The complete freedom from any compulsion upon the individual, the constitution pledging all its members not to strike nor to support any strike against the Government.

6. The methods and the record of the Federal Employees Union. There has been cordial cooperation with legislative and administrative officials in collating and presenting reliable data, which has produced very concrete results without causing friction or resentment. For half a century the status of the government employees on the whole had not improved, and had perhaps even grown worse. In three years of organization four important advances have been made: the enactment of a compensation law; the Presidential veto of the Borland amendment; the 5 and 10 per cent, the $120 and the $240 salary increases; and the formation of the Joint Reclassification Commission.

7. The urgency of the reclassification problem, which makes it doubtful whether a new independent organization can be formed in time to be effective, while here at hand is a going, experienced organization with machinery and funds available, already working in close cooperation with, and enjoying the complete confidence of, the Commission; and this body already numbers among its members more than 600 of the scientific workers, among them many of the ablest and best-known men in the scientific service.

The Advisory Committee of Federal Employees Union No. 2 has recommended the following resolution for the consideration of the Board of Representatives at the next meeting of the board:

Resolved, That Federal Employees Union No. 2, through its Board of Representatives, extends a cordial welcome to the scientific and technical employees; that we approve of their separate organization within the Union, with their own officers, to consider their group problems, and to present these problems when desirable, through Local No. 2 in any way that is appropriate under our charter and constitution; that we will support them in all ways possible, including such financial support as may be feasible in the study and presentation of their problems, and that to this end the formation of a committee of seven is hereby authorized, to formulate the details of the organic relationship of the new organization to Union No. 2, for the approval of the Board of Representatives, three members of the committee to be designated by the Advisory Committee, three by the new organization, and the remaining one to be chosen by the six so designated.

The Advisory Committee suggests to the new organization that it may be necessary under the constitution of Union No. 2 for the scientific and technical branch or chapter to have its formal representation through the present departmental branches.

TEMPORARY ORGANIZATION FORMED WITH GOOD RESULTS

It seemed advisable to form a temporary organization in order that work on the urgent problem of reclassification might be started without waiting to complete all the details of a permanent plan. This body is composed of a general interim committee consisting of a chairman, a secretary, and representatives from the bureaus, one for each twenty members (or major fraction thereof). R. H. True of the Bureau of Plant Industry (Department of Agriculture) was elected chairman, and P. G. Agnew, of the Bureau of Standards (Department of Commerce), secretary.

The new branch is already functioning. Through President Steward of the National Federation, and President Ryan of Union No. 2, cordial contact with the Commission has been established. Preliminary steps have been taken to increase cooperation from the Engineering Council, thus making available important and extensive data on the compensation of engineers collected by the Council. There is being published in *Science*, the general professional journal of the scientific fraternity, a brief résumé of the organization, together with the following appeal for cooperation and assistance from scientific workers elsewhere:

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The work of this Commission seems bound to have a profound influence on the scientific services of the Government for a decade or more, no less from the point of view of the Government than from that of the individual. Its influence will not stop with the government service, but will extend indirectly to practically all scientific laboratories, college, university, industrial, state, and municipal. By co-operating, by furnishing data from similar studies that may have been made in other organizations, men in such laboratories can do their colleagues in the federal departments a very real service, and a service to the cause of science and to the fraternity as well. General arguments will not be useful. What is needed is comparative data, such for example as salary studies made by universities or statistical studies of the investment equivalent of a university training, the accuracy of which can be vouched for. The Commission is undertaking the problem in the same spirit that is necessary in an investigation in chemistry or in biology.

The formation of the new organization has already resulted in a large increase in union membership among the scientific and technical employees. Mass meetings have been held in most of the bureaus employing any considerable number of scientific workers, for the discussion of methods and plans. In one of the smaller bureaus, the membership in the union jumped from four to fifty-two.

GREAT FUTURE BENEFIT FOR BOTH SCIENCE AND LABOR

It seems to be the consensus of opinion of those who have been instrumental in the formation of the organization that, while the scientific workers will receive much more from affiliation than they will be able to contribute for the first year or two, yet if the new organization develops to a point of real effectiveness, it is bound to make enormous contributions to the general movement. The results of research are so profound and so far-reaching in our whole social and economic structure, that there cannot but be a very great gain in a close affiliation of the workers in the fields of research in the great body of workers of the nation. This may be seen from the results in Great Britain, where men and women of scientific training and experience have taken a much more active interest and part in the labor movement than has been the case in this country. It is universally agreed that the British labor movement has profited enormously thereby.

Teachers and Organized Labor

The teachers of the country are rapidly organizing—under the jurisdiction of the American Federation of Teachers, affiliated to the American Federation of Labor. Already the organized teachers have done things well worth while. The movement is destined to have profound influence on the future of both Education and Labor.

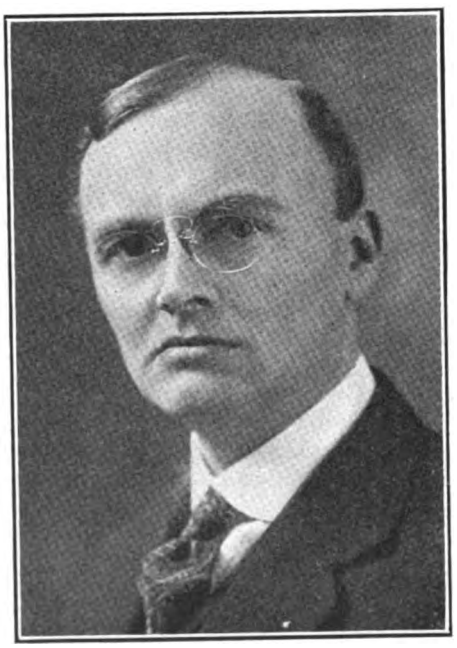
By CHARLES B. STILLMAN

President of the American Federation of Teachers

THIS OPPORTUNITY for a brief statement in the THE FEDERAL EMPLOYEE of the progress of the new alliance between teachers and other workers is very welcome. While the teachers were, and are, slower than the federal employees to awake to the constructive possibilities in cooperation with organized labor, the record of the last year is at least encouraging.

GROWTH OF THE AMERICAN FEDERATION OF TEACHERS

Where a year ago the American Federation of Teachers had chartered 24 locals and its membership was about 1,400, at the present writing (May 10) it has chartered 80 locals, and has a total membership of about 7,000. The last figures may seem small, taken by themselves, but they represent more than a tripling of the number of locals, and a 400 per cent increase in membership in a twelve-month period; and since for the last two months a new charter has been issued every other day, by the time this is read the above figures will require substantial revision upward.



CHAS. B. STILLMAN

Space does not permit the recital of detailed achievements, but with the assistance of organized labor in various sections of the country we have been able to secure material increases in teachers' salaries (if they can be called that), the election of progressive boards of education, the enactment of such legislation as provisions for continuation schools, for free textbooks, for increases in school revenue, and the frank recognition of teachers' unions by school authorities, not only in the matter of receiving committees on grievances, but in requesting the suggestions of the organized teachers, and the cooperation of organized teachers, and organized labor in general, in the improvement of the schools.

An evidence that teachers are genuinely grasping at the outset the spirit of the labor movement, and are bringing some small contribution of their own in partial return for labor's support, is the election and appointment of teachers to offices and positions of responsibility in various central labor bodies, state and local. But their chief return, the return that organized labor most desires and cooperates most earnestly in securing, is the increased efficiency of our public schools in preparing the children of all the people for intelligent participation in the political, economic, and social life of the community.

DANGER OF CONTROL OF SCHOOLS BY REACTIONARY INTERESTS

Reactionary interests are endeavoring to gain control of our schools, knowing that is the most certain method of insuring control of the America of tomorrow. The teachers, organized labor, and liberals generally, are awakening to the danger. Our future citizens, during the impressionable years of their school life, must be educated to do their own thinking, to question sweeping statements unsupported by trustworthy evidence, to base their actions on facts and their own conclusions, rather than on prejudice. And this essential preparation for self-government can be given only by teachers who themselves have a living consciousness of the obligations and privileges of American citizenship, who live and work in an atmosphere of freedom and self-respect, and who are in close touch with the economic and civic life for which they are supposed to be preparing their pupils. Through organization and affiliation with the labor movement teachers are moving forward toward that high goal.

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More About Reclassification

A discussion of some problems to be solved, in which the writer points out that the fault lies chiefly in the system itself rather than in its administration. Jobs, not personnel, are to be classified and salaries therefor determined. The Commission has secured expert assistance and is pushing the work. The writer outlines his view of the general plan to be pursued and deals briefly with the question of salaries in relation to living costs.

By HON. COURTNEY W. HAMLIN

A Member of the Joint Commission on Reclassification of Salaries

THOSE OF US who have been members of Congress for a number of years have been conscious of the great necessity for some plan being worked out which would insure more equitable treatment for the army of workers in the government service in the District of Columbia.

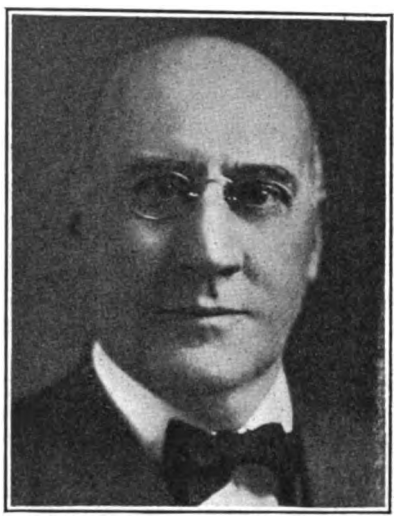
A GOOD WORD FOR ADMINISTRATIVE OFFICIALS AS A BODY

This statement must not be construed, however, as a general indictment against the administrative officers in the several departments of the Government, for I think that, as a body, they are not deserving of criticism. But the fact that there are more than one hundred thousand workers in the District naturally implies the presence of a large force of supervising officials, and out of this number it is to be expected that there would be some whose conduct would be such as to cause, and sometimes to merit, criticism. On the other hand, I think it is a well-known fact among those who have given any attention at all to the subject, that there have been many unwarranted criticisms very largely on account of what the workers claimed was favoritism shown certain employees by their superiors to those whose work did not justify it.

EXISTING FAULTY SYSTEM MAKES COMMISSION'S TASK ONEROUS

Again, it has been apparent that systems have grown up in the departments that are not at all uniform. A clerk in one department doing a certain class of work has been paid a certain salary; a clerk in another department doing practically the same class of work has been paid an entirely different salary. These conditions have all tended to disorganize and dissatisfy the army of workers. Perhaps no particular individuals have been responsible for this situation, but nevertheless it seems to have existed.

There have been many other things which seemed to contribute to an unsatisfactory condition, hence Congress concluded to appoint a commission charged with the duty of reclassifying the various positions throughout the government service, including the municipal government of the District of Columbia, and also to recommend salaries for such positions so determined as to be fair, both to the Government and to the workers. On the face of this, it would not appear that the work of the Commission would be so tremendous or difficult, but as we approach the work and become acquainted with the problem confronting us, we are impressed that it *is* stupendous and is going to require the very best thought and efforts possible if we are to work out our task in a way to be satisfactory even to ourselves and fair alike to employer and employees.



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HON. COURTNEY W. HAMLIN

WITH EXPERT AID COMMISSION WILL CLASSIFY JOBS ONLY

Before really beginning the work the Commission attempted to secure the advice of experts who had been through this kind of work, with the hope that we could secure information that would enable us to approach these difficult questions correctly, so that as few mistakes as possible might be made. Under any circumstances the aid of such experts would be important, but it is especially so in view of the fact that Congress has required this Commission to complete this task and make a report by the first of the next year. It goes without saying that the Commission must first gather information upon which to base its work, and the only proper basis upon which to make the reclassification is to ascertain exactly what are the various positions throughout the service.

Therefore we started out to classify positions and not individuals. The reason for this is apparent. The personnel changes rapidly, but the positions as a rule are permanent, and so far as the public is concerned it makes no difference whether the duties of a certain position are performed by Smith or Jones, so long as the work is done and well done. We concluded also that the best way to find out the duties of a certain position would be to inquire of the persons who happen to be performing those duties at the present time, in the belief that no other persons are quite so able to give that information. Realizing, however, that there would be a disposition among some of the army of workers to magnify their duties with the hope that in so doing they would succeed in having their positions placed in a somewhat higher class, thereby gaining an increase in salary, we have required employees, after describing the duties of their respective positions, to pass their cards to their immediate superiors for them also to state their conception of the work required of the employees whose names appear thereon. We named the immediate superior because we thought that, next after the worker himself, this person should know best just what the work of the position is.

THE IMMEDIATE WORK ENGAGING THE COMMISSION'S ATTENTION

While the Commission has not determined every move that it will make in performing its task, it has attempted to vision the whole work

(*Continued on page* 341)

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American Labor and Peace

The epochal "declaration of principles and international standards and requirements," which "will make for a better life for all workers." This declaration (which appears below) has received the approval of the Peace Conference. The delegates of American organized labor bore their full part in framing and in securing the highest sanction and guarantee for this world-wide labor program.

By SAMUEL GOMPERS
President of the American Federation of Labor

(In the May *Federationist*)

AMERICA IS not simply a name; America is not merely a country; America is not purely a continent. America is an ideal. It is the apotheosis of all that is good and true and just in a nation. It was a great privilege for the members of the Labor Mission of the American Federation of Labor to serve that ideal and to help brighten the hope for a life that is good and true and just for all the men and women and children of the lands "over there," as well as in our own country.

AMERICAN LABOR'S GREAT PART IN WINNING THE WAR

Now, all pay tribute to the fact that the importance, power and influence of labor to the nation's safety were never more clearly revealed and demonstrated than during this great war. No one more fully appreciated the force of labor, no others applied themselves more assiduously to the task of breaking the morale of the workingmen of our nation and of the nations associated with us than did the military advisers, strategists and propagandists of Germany and Austria. That these efforts failed is due in an immeasurable degree to the spirit of loyalty and of profound devotion to the ideals of justice, liberty and democracy manifested throughout this world's conflict by the men and women of labor of America, individually and collectively, through the A. F. of L.

RESULTS OF TWO LABOR CONFERENCES DURING THE WAR

Organized labor's influence was not confined to America alone. The spirit of America reached into the hearts and minds of the workers of all nations associated with our great Republic.

In February, 1918, there was held in London an interallied conference of the representatives of labor and of socialists. After several days a declaration was agreed to by that body, calling upon the governments of those in attendance to bring about peace with Germany and Austria by negotiations with endless chains of concessions and compromises. The hope for a world democracy was indeed dimmed and clouded for the time being.

In September, 1918, seven months after the February meeting, another conference was held representative of the same groups that attended the former gathering, but having in addition a delegation representing the A. F. of L. The September conference declared for unswerving support of the Government of the United States and of our allied countries until victory should have been won on the battlefield and the enemies of humanity, civilization and democracy driven from the soil of invaded countries.

President Wilson on the Labor Program

The Labor Program which the Conference of Peace has adopted as part of the treaty of peace constitutes one of the most important achievements of the new day in which the interests of labor are to be systematically and intelligently safeguarded and promoted. Amidst the multitude of other interests this great step forward is apt to be overlooked, and yet no other single thing that has been done will help more to stabilize conditions of labor throughout the world and ultimately relieve the unhappy conditions which in too many places have prevailed. Personally, I regard this as one of the most gratifying achievements of the Conference.

LABOR AIDS IN THE WORK OF RESTORING PEACE

With the signing of the armistice and the ending of hostilities, the work of the organized labor movement, like the work of the warring nations, was changed into acts of devising terms of settlement and providing agencies for peace and progress between the nations and the peoples of the world. In pursuance of instructions of former conventions of the A. F. of L., the American wage-earners were represented at the councils of the peace plenipotentiaries of the world by five of the executive officers of the A. F. of L., viz: President Samuel Gompers and Vice-Presidents James Duncan, John R. Alpine, Frank Duffy and William Green.

It was the great privilege of these representatives of America's working men and women to meet with the American Commissioners of Peace. There was given to labor an opportunity to make its contribution to the world in the remaking and to present the hopes and aspirations of the toilers of our land and of other lands. To one, as president of the A. F. of L., was granted the additional opportunity of directly representing the American wage-earner in the councils of the Peace Congress and in being selected as presiding officer of the International Commission for Labor Legislation.

The problems of peace, like the problems of war, are great and complex. The A. F. of L. Mission applied itself assiduously to the task allotted to it. The struggle was great and trying and all that could be done within human endurance and capacity, mentally and physically, was done to reach an understanding helpful and hopeful and beneficial to all working peoples of the world.

But the problems have been solved. The rights and advantages of the workers and the integrity and sovereignty of our nation have been safeguarded by the declaration, made a protocol of the covenant of peace, which provides:

In no case shall any of the High Contracting Powers be asked or required through the adoption by the conference of any recommendation or draft conven-

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tion to diminish the protection afforded by its existing legislation to the workers concerned.

DECLARATION OF BASIC PRINCIPLES AND INTERNATIONAL STANDARDS

Then, too, a great international organization to promote the interests of the wage-earners the world over has been provided. There was submitted by the International Commission for Labor Legislation to the Peace Conference and approved by it, a declaration of principles and international standards and requirements, not one of which can react to the disadvantage of the workers of any country, but which, on the contrary, will make for a better life for all workers.

These principles, standards and requirements are as follows:

1. In right and in fact the labor of a human being should not be treated as merchandise or an article of commerce.
2. Employers and workers should be allowed the right of association for all lawful purposes.
3. No child should be permitted to be employed in industry or commerce before the age of fourteen years, in order that every child may be ensured reasonable opportunities for mental and physical education.

Between the years of fourteen and eighteen, young persons of either sex may only be employed on work which is not harmful to their physical development and on condition that the continuation of their technical or general education is ensured.

4. Every worker has a right to a wage adequate to maintain a reasonable standard of life, having regard to the civilization of his time and country.
5. Equal pay should be given to women and to men for work of equal value in quantity and quality.
6. A weekly rest, including Sunday, or its equivalent for all workers.
7. Limitation of the hours of work in industry on the basis of eight hours a day or forty-eight hours a week, subject to an exception for countries in which climatic conditions, the imperfect development of industrial development or industrial organization or other special circumstances render the industrial efficiency of the workers substantially different.

The International Labor Conference will recommend a basis approximately equivalent to the above for adoption in such countries.

8. In all matters concerning their status as workers and social insurance foreign workmen lawfully admitted to any country and their families should be ensured the same treatment as the nationals of that country.
9. All states should institute a system of inspection in which women should take part, in order to insure the enforcement of the laws and regulations for the protection of the workers.

OUR WAR DUTY DONE, WE TURN TO THE FUTURE

The American Labor Mission, late on the evening of Thursday, April 10, returned to the sacred soil of our great Republic. American organized labor performed its full duty during the trying days of war. American organized wage-earners left nothing undone that the triumphant victory on the battlefield should not be lost around the peace table and that the wage-earners of the world should not be made to pay for the folly of kings, czars or kaisers, but that out of this great war there should come greater freedom, a better understanding and a brighter day for all our people.

And now, with this task successfully accomplished, let us devote ourselves as energetically to the trying problems of peace, reconstruction and progress as we applied ourselves to the conduct of war. There is still much to be done. . . .

More about Reclassification

(*Continued from page* 339)

from beginning to end; but we are proceeding step by step, realizing that our experiences as we go along will give us some light to guide us in our future action. The Commission holds almost daily sessions to determine questions affecting its present work and to consider suggestions as to the next step in its procedure; therefore I am not in a position to state officially the program of the Commission very far in the future. As is well known, we have prepared a questionnaire which has gone to more than one hundred thousand employees, to develop the information we feel we must have as a basis for our work. It is with a great deal of satisfaction that I am able to state that the Commission has had, and is having, the heartiest cooperation of an overwhelming majority of those connected with the government service.

THE WRITER'S VIEW OF THE COMMISSION'S GENERAL PROGRAM

As to our future plans, I can state them in only a tentative way, or perhaps I should say, can give only my own ideas of the general plan to be followed. When these cards are returned to the Commission, we shall organize a force of expert classifiers—I mean by that a force of people who will be competent to select similar positions and place those in the same class. In that way we shall establish classes for the radically different kinds of work, and after they are classified there will probably be established certain grades within each class; and when all this work is done the Commission will take up the question of compensation and attempt to recommend to Congress salaries for the various grades and classes which shall be fair to all concerned.

Then, I think, a system should be worked out whereby clerks who make good will be promoted automatically, promotion being based, of course, on their efficiency records. My thought is that by working out a scheme like this we shall very largely eliminate opportunities for the many complaints about favoritism which have heretofore been so prevalent. Of course the human element cannot be entirely eliminated. Favoritism may creep in despite all we can do, but I believe that it can be cut to the very minimum. I recognize that there is another side to this, however; that is, that one clerk is naturally more efficient than another and ought to be advanced and the other not; yet the one not advanced will never concede that he is less efficient than the one who is promoted. These conditions frequently give rise to very unjust complaints against the superior officer, and this is one of the human elements that I do not believe can be entirely eliminated; but the system that I have in mind will undoubtedly do away in large measure with the necessity for Congress to single out certain individuals in the several departments for increases in salary, thereby destroying the morale of the other workers.

SALARIES IN RELATION TO LIVING COSTS DISCUSSED

I should like to suggest to the workers that while they are most interested in their salaries, they must not lose sight of the welfare of the whole country. We all recognize that under the abnormal conditions produced by the war the cost of living has gone skyward—it seems to me unfortunately that the limit has not yet been reached. I think that every thoughtful man must realize that these conditions cannot always prevail. There must come a leveling down of prices before long. If the Government, as perhaps the greatest individual employer in the world, and all other employers of labor should undertake to increase wages to keep pace with the inflation of prices, disaster would be inevitable, and a large proportion of the citizens of our country would be simply crushed. To my mind this mode of procedure is unthinkable. The ideal way, it seems to me, is for everyone to do his part in endeavoring to level down the prices to a reasonable basis, and then if necessary salaries must be increased to meet stable conditions. There are many things to be taken into consideration in trying to determine what is fair and just compensation—the character of services rendered, the conditions under which they are rendered, the cost of living at the particular place where rendered, the purchasing power of the dollar paid employees for their services. It must be understood that in these last observations I am speaking for myself only and in no sense for the Commission.

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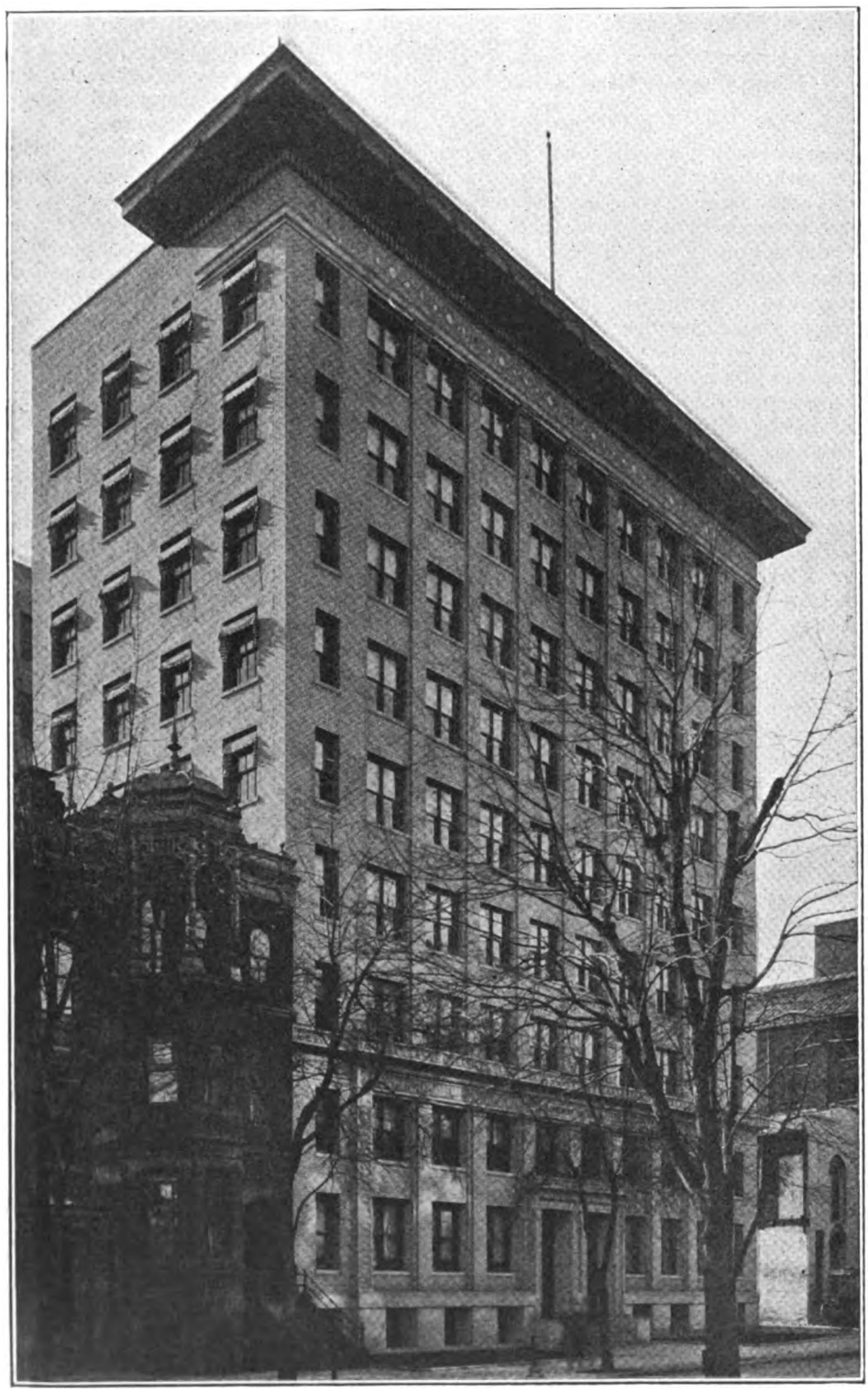
The Department of Labor

Although wage-earners with their families constitute so large a proportion of our people—now probably 90 per cent—it was not until 1913 that a full-fledged Department of Labor was created to look after their interests. The author traces the growth of the movement leading up by degrees to the formation of this governmental agency. Its purposes and organization are explained, as are the changes made to the end that the Department might function to the greatest advantage in connection with the supreme task imposed on the Nation—that of winning the war.

By HON. LOUIS F. POST
Assistant Secretary of Labor



THE DEPARTMENT OF LABOR

Fairness to Every Interest, the Department's Policy

"One of its [the Department of Labor's] strongest and most characteristic policies has been the right of both employers and wage-earners to organize and bargain collectively. The denial of this right on either side is the denial of the only means of peaceable settlement they have. Where both sides to a controversy have attained such a form of organization that they can send responsible delegates to confer with each other there has always been not only a possibility but almost a certainty of agreement. The element of fairness to every interest is of prime importance. 'The department has, in fact, made fairness between wage-earner and wage-earner, between wage-earner and employer, between employer and employer, and between each and the public as a whole the supreme motive and purpose of its activities. The act of its creation is construed by it not only as a law for promoting the welfare of the wage-earners of the United States by improving their working conditions and advancing their opportunities for profitable employment, but as a command for doing so in harmony with the welfare of all industrial classes and all legitimate interests and by methods tending to foster industrial peace through progressively nearer realizations of the highest ideals of industrial justice.'"

THE Department of Labor was created in the interest of the wage-earners of the United States, of whom there are about 37,000,000, exclusive of farmhands. Together with their families, wage-earners make up probably 90 per cent of the population. That this department was created in the particular interest of wage-earners is expressly declared in its Organic Act. "The pur-

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pose of the Department of Labor," the first section of that Act reads, "shall be to foster, promote and develop the welfare of the wage-earners of the United States, to improve their working conditions and to advance their opportunities for profitable employment."

LACK OF A DEPARTMENT DEALING WITH THE COUNTRY'S WORKERS

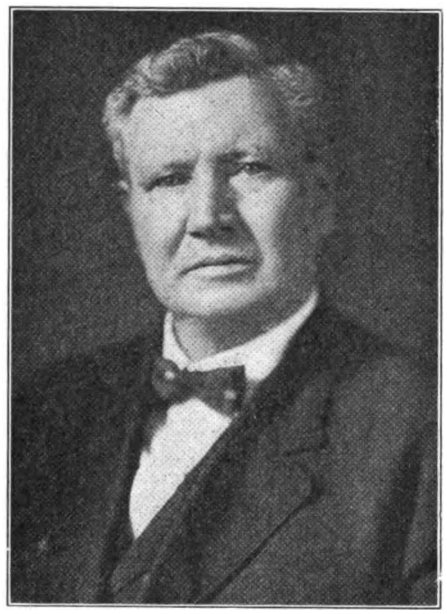
Before its organization there were many other departments that dealt with labor; but they were concerned with labor products rather than laborers. With the welfare or working conditions of human beings they had no concern. While they were so conducted as to ignore the human aspects of labor, they could not properly be charged with negligence, for the law did not contemplate that such matters should be their care. They were charged primarily with other affairs. The Department of Agriculture, for instance, had to do with farming, stockraising and kindred occupations, and, in general, with the use of soil for the production of food. Agriculture is merely the scientific application of labor to land. The Department of Agriculture had no official concern with kinds of labor, whether bond or free. The fact that the wages paid were high or low was of no concern to the department as such, however sympathetic its staff might be in particular instances. So also regarding the Bureau of Mines in the Department of the Interior.

BEGINNING OF AGITATION FOR A DEPARTMENT OF LABOR

Shortly after the Civil War agitation for a department of labor in the United States Government arose. In 1865 more than 2,000,000 men who laid aside the weapons of war and took up the tools of industry found few opportunities for profitable employment. Many of them were obliged to compete with others. There was then no department of labor to direct them to places where employment might be had or to advise them as to the possibilities of employment. It was not that there were no opportunities for profitable employment at the close of the War between the States. There were jobs enough, but the workmen of that day did not know where to find them, and the Government had little information to offer. Large areas of untilled land awaited the touch of labor, and men were directed to places where they could locate those lands. But aside from that nothing was done to find jobs for the jobless. The vast public domain was then large enough to afford an industrial outlet for those who had sufficient means to engage in farming, but the cities and towns were crowded for a long time with men who were unfitted for farm life, and who could not find other employment.

EMPLOYER'S VIEWPOINT CHIEFLY REFLECTED IN THE GOVERNMENT

At that there was a feeling that there was no representation for workers in the Government. This feeling did not arise from any sense of unfairness on the part of government officials, although instances of unfairness were by no means rare. It came about simply because there was no representation of labor by laborers. It was felt that every department of the Federal Government was then or had been operated by professional men, business men, and manufacturers. They had nearly all been employers of labor, or their business affiliations had been in close relation to employers of labor. Those of them



SECRETARY WILLIAM B. WILSON

who were professional men or lawyers had naturally been connected with the employers' side almost wholly and reflected employers' views.

LOUISVILLE CONFERENCE CALLS FOR DEPARTMENT OF LABOR

In August, 1865, a group of men met in the city of Louisville. They were all trade unionists, many of them old soldiers. But a few months before some of them had worn the blue and some the gray. They had faced each other across the parapets of opposing rifle-pits. But when the war was over they realized that they must get together on a new basis. Knowing that their own interests lay wholly in labor, they began an agitation for representation at the National Capital. Resolutions adopted at that conference contained the following: "There should be in Washington a department of labor to be operated by men who are affiliated with labor. The duty of that department should be the guarding of labor interests everywhere now known or which hereafter may become known."

LABOR MEN CONTINUE TO PRESS FOR LABOR DEPARTMENT

After the Louisville Conference correspondence was carried on among the chief officers of many of the national and international unions, and as a result the agitation became very widespread. The situation was quite similar to the present one, when labor is asking for so many things as a result of this war. Labor was asking among other things for a department of labor as a result of the Civil War. They felt they had carried the burden of the protection and preservation of the Union, and that they were entitled to special representation for that reason as well as for reasons of substantial justice. Their psychology must have been similar to that of our wage-earning soldiers who are returning now from abroad and declaring for a greater share in that democracy which they have fought to uphold.

During many years thereafter this small group of men continued to agitate the idea that labor is the foundation of both happiness and prosperity, that it was to the interest of the Government, as well as its duty, to take prompt action, and that a Secretary of Labor should be chosen directly from the ranks of the workmen. Not until 1871, however, was any bill introduced into Congress which proposed to carry out these suggestions. In that year a bill was introduced by Hon. George F. Hoar providing for a Commissioner of Labor; but it did not become a law. Although no immediate action came from the agitation of the workingmen so far as the Federal Government was concerned, the demand for a department of labor was not abandoned. The agitation continued for State departments and bureaus of labor and many of the State labor bureaus owe their origin directly to the agitation for a federal department.

RISE OF LABOR ORGANIZATIONS; DEPARTMENT OF LABOR CREATED

The panic of 1873 wrought havoc with labor generally. Labor unions suffered in common with others. In 1869 a secret organization, the Knights of Labor, was organized in Philadelphia. It grew out of the indiscreet habit of organized workmen who discussed the affairs of their unions in shop and on street corners. The basic principle of the Knights of Labor was cooperation, but it concerned itself with everything of interest to labor. It demanded and worked for the passage of laws creating labor bureaus, factory inspection departments, the

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abolition of prison contract labor, and child labor. One of its demands was for "equal pay for equal work for both sexes."

In 1879 a member of the Granite Cutters' Union and a Knight of Labor, Thomas W. Murch, of Maine, was elected to Congress. He introduced in that year a bill to establish a Bureau of Labor, but Congress did not act favorably on the measure. In 1884 the first Committee on Labor was established in the House of Representatives. Two former members of labor unions were on that committee. As a result the bill formerly introduced by Representative Murch was resurrected and reported out of the committee. Trade unions throughout the country rallied behind it, and it was passed by the lower House. Shortly afterward, through the efforts of Senator Blair, favorable action was taken in the Senate also and the bill was signed by President Arthur June 27, 1884. This bureau of labor, now the Bureau of Labor Statistics, was made part of the Department of the Interior and remained there until 1888, when it was transformed into an independent department. Its chief was known as Commissioner of Labor. Although it was called a department it did not have a Secretary at its head, nor was its Commissioner entitled to be called into the Cabinet of the President.

In 1903 the name of this new department was changed back to Bureau of Labor, and it was placed under the jurisdiction of the Department of Commerce and Labor, where it remained until 1913. It then came into the newly organized Department of Labor as the Bureau of Labor Statistics, a title which it still retains and under which it is now administered under the direction of Dr. Royal Meeker.

FORMATION OF DEPARTMENT OF COMMERCE AND LABOR

Meanwhile the original agitation for a Secretary in the President's Cabinet continued. In 1885 Representative Weaver, afterward Populist candidate for President, introduced a bill for an executive department of labor with a Secretary of Labor at its head.

General Weaver's bill was referred to the Committee on Labor and got no further, nor for that matter did any of the several bills introduced for similar purposes during the next eighteen years.

In the early nineties efforts which paralleled those of the labor interests were made by the commercial interests for the organization of a department which should represent commercial business. The general purpose of these efforts was the organization of a department which should resemble somewhat in function the present Department of Commerce. Since the division of interest between employer and employee was not apparent to many members of Congress, it was quite natural that many of them should have seen the possibility of accomplishing both objects in one organization. As a result the two proposals, one for an executive department in the interest of commercial business and the other for an executive department in the interest of wage-earners, became blended and there was established a Department of Commerce and Labor by an Act which was approved February 14, 1903.

For ten years thereafter the welfare of the wage-earners of the United States was entrusted to an executive department designed to represent the interest of employers also. This

ASSISTANT SECRETARY LOUIS F. POST

course was based on the theory that, after all, the interests of employers and employees are alike. While this statement is probably fundamentally true, it is not always so apparently true upon the surface. During the last year, for instance, there have been many bitter disputes between employers and employees. During the war alone the Department of Labor exercised its conciliatory and mediatory services in industrial disputes between employers and employees involving in all more than 2,000 cases.

The reason why a department of commerce and labor is impracticable does not lie in the fact that the interests of labor and capital *are entirely antagonistic*. It lies in the fact that wage-earners and employees frequently *think that they are antagonistic*. An analogy may be furnished by the administration of justice. It is to the interest of both parties in a suit that exact and substantial justice be administered to both; yet the complainants and the defendants to a suit cannot always agree as to what justice is. If they could agree they would not be in court. So it is with commerce and labor; so long as there is surface antagonism between the commercial interests and the wage-earners of the nation, just so long will it be impossible to represent them in a single organization. If one tried to merge the functions of the attorney for the defense with those of the attorney for the prosecution in a criminal trial, we should soon find that the joint official would become either a prosecutor or a defender; he could not very well be both. Similarly, a department of commerce and labor must eventually represent either commerce or labor.

AT LAST A FULL-FLEDGED DEPARTMENT OF LABOR

So the agitation continued, although the official connection between employers and employees continued for nearly ten years. It made little headway, however, until 1913. At that time there was at the head of the Committee on Labor in the House of Representatives a man who had been himself for many years connected with trade unions. He knew intimately the thoughts and aspirations of labor. The result was a favorable report on the bill creating a department of labor with a Secretary at its head with a seat in the President's Cabinet. This bill was passed under very happy circumstances. The Congress which passed it was Democratic, but the bill was signed by the outgoing Republican President, Mr. Taft. Since it was signed in the closing days of Congress, no Secretary was appointed in the outgoing administration. The incoming President, Mr. Wilson, appointed the present Secretary of Labor, a man who for twenty-seven years had been a member of the great Miners' Union and for many years its secretary. He had traveled from east to west in search of work. He knew intimately the problems of labor, not merely through books but through intimate contact and from personal experience.

It is therefore particularly fitting and is a tribute to the democracy of our institutions that the very President who signed the bill creating the Department of Labor should be at the present time a member of its departmental staff. Mr. Taft, as is well known to everyone, is Joint Chairman with Basil Manley, of the War Labor Board, which is one of the subsidiary organizations in the Department of Labor.

(*To be continued in our next issue*)

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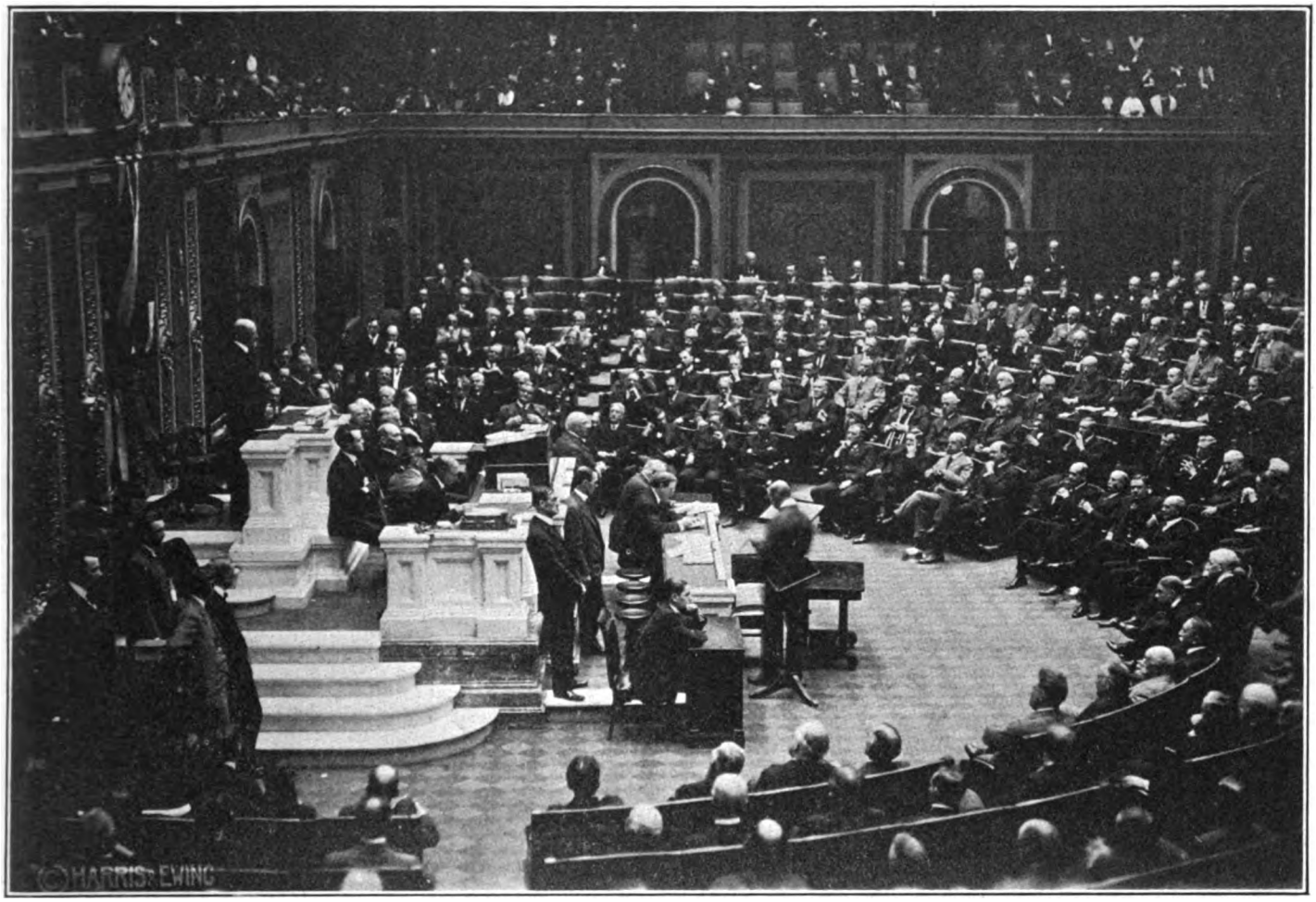

FIRST SESSION OF THE HOUSE OF REPRESENTATIVES, SIXTY-SIXTH CONGRESS

With the New Congress

The special session opened May 19 confronted by a mountain of proposed legislation. Appropriation bills which failed of passage in the last Congress given right of way. Measures of special concern to our membership are the Nolan Minimum Wage bill, the new Retirement bill, and provision for the abolition of existing restrictions on interdepartmental transfers.

FROM THE viewpoint of the government employees as a class, whose salaries or wages, hours of labor, and other conditions attached to their employment, are determined to a considerable extent by our national legislature, the big event of the official world during the last month is the opening of the Sixty-sixth Congress. Promptly at noon on May 19, the day set by President Wilson for the beginning of the special session, the two houses were called to order by their respective presiding officers—Vice-president Marshall and the newly elected Speaker, Hon. Frederick H. Gillett of Massachusetts—for what will doubtless be a prolonged session. The proposed legislation which looms before Congress is no less than staggering with respect to both quantity and importance. There is every indication that the legislative machine will be worked at high pressure throughout the entire session.

The first business to be disposed of will be the great money bills that failed of enactment in the closing hours of the Sixty-fifth Congress. These include the Sundry Civil, Agricultural, Army, Naval, Indian, and District of Columbia appropriation bills, and a large deficiency bill. Among other important questions involved is the continuance of the United States Employment Service, which was forced to cut down its scale of operations to about 20 per cent of its former magnitude owing to the failure of Congress at the last session to appropriate for this great governmental agency.

As a general proposition the salary question was of course put out of the way at the last session by the granting of the $240 temporary increase for 1920. To this extent the government-employee docket was cleared for a while. Nevertheless there will come up from time to time on various appropriation bills items of moment to large groups of federal workers, which will engross their attention and command the best efforts of our National Federation. These will be dealt with from month to month in the THE FEDERAL EMPLOYEE and in the NEWS LETTERS.

An old legislative friend, in the form of the Nolan Three-Dollar-a-Day Minimum Wage Bill, made its appearance promptly at the beginning of the session, and will no doubt be heard

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from more than once in the days to come. As before, Congressman Nolan of California stands sponsor for this measure, and is determined to press it vigorously for enactment into law. His efforts will be heartily backed by our National Federation and other forces, which regard this bill as of great moment to many thousands of the poorest paid employees of the Government besides embodying a basic principle that should be recognized on the statute books. In the House the Nolan bill will be in charge of the Committee on Labor, of which Representative John N. C. Smith of Michigan is chairman. On the other side of the Capitol the Committee of Education and Labor will deal with the measure. Its friends in the Senate are much encouraged by the designation of Senator Kenyon of Iowa, whose friendliness to the labor cause is well known, as chairman of this committee.

The newly revised Retirement Bill, which differs in some important features from the McKellar-Keating bill of the last Congress (as explained at some length on page) has just been introduced into the House (as H. R. 3149) by Representative Lehlbach of New Jersey, Chairman of the Committee on Reform in the Civil Service, which will have charge of the measure. In the Senate the bill is in the hands of the Committee on Civil Service and Retrenchment, which is presided over by Senator Sterling of South Dakota.

No time will be lost in organizing the most effectual campaign to bring about the passage of this bill the enactment of which means so much to the upbuilding of a more efficient civil service as well as to thousands of deserving employees to whom the proposed legislation is a matter of justice and humanity, already much too long delayed.

Another item on the program of our National Federation that will be brought to the front as soon as practicable and pushed ahead as rapidly as circumstances will permit is the proposition to repeal the restrictions in existing law on transfers among the various executive departments and independent governmental establishments. Such restrictions have proved very detrimental to the best interests of the service and have, moreover, worked injustice and hardship in thousands of cases to employees deserving of better treatment.

Such are some of the chief questions that will engage the attention of those charged with representing our National Federation, and hence our membership, "on the Hill." There will be many other matters, of course, as the session develops that will also demand their watchful care, and of these the members of our locals will be kept informed.

The New Retirement Bill Submitted to Congress

As the result of careful and persistent work on the part of the Joint Retirement Conference a revised Retirement measure was presented to Congress shortly after the opening of the session. Below is a comparison in essential points between the new measure and the McKellar-Keating bill of the last Congress

THE DRAFT of the bill which provides for retirement of superannuated and disabled employees in the classified civil service includes several new features as compared with the McKellar-Keating bill, which was reported to both houses of the last Congress but failed of passage. The text of the new measure will be found on pages 369-375.

DATE WHEN LAW IS TO BECOME EFFECTIVE

Under the terms of the revised bill the law will become effective at the end of ninety days next following its enactment instead of beginning on the first of July next following the passage of the act, as provided in the other bills. As it is anticipated that the bill will be passed in the near future, the change in date will operate to make the law effective without undue delay.

WHAT CLASSES OF EMPLOYEES ARE INCLUDED IN BILL

All employees in the classified civil service of the United States, employees of the Library of Congress and the Botanic Gardens, and regular annual employees of the municipal government of the District of Columbia are included in the provisions of the act. Certain employees in the Lighthouse Service who come within the provisions of a retirement law enacted in June, 1918, and postmasters, are excluded from this act. Public school officers and teachers in the District of Columbia, who have a bill of their own, and policemen and firemen in the District of Columbia, already provided for by existing legislation, are likewise excluded.

PROVISIONS AFFECTING AGE, CLASSES AND ANNUITIES

The McKellar-Keating bill provided for retirement at 68 years of age except for certain preferential classes, for which the age was fixed at 65 years. In the new draft the optional age for retirement for the large mass of employees is fixed at 65 years; for mechanics, city and rural letter carriers, and postoffice clerks at 62 years, and railway postal clerks at 60 years.

During the first ten years under the operation of the act employees may be continued in the service for two-year periods indefinitely; after ten years, however, they may be continued in the service only four years beyond the retirement age, thus making retirement compulsory at 69 years, 66 years, and 64 years in the respective classes.

Employees must have had at least fifteen years of service to make them eligible for retirement on annuity. The years of service are divided into six classes as follows:

Class A, thirty years or more.

Class B, twenty-seven to thirty years.

Class C, twenty-four to twenty-seven years.

Class D, twenty-one to twenty-four years.

Class E, eighteen to twenty-one years.

Class F, fifteen to eighteen years.

RETIREMENT ON ACCOUNT OF DISABILITY PROVIDED FOR

Employees who have served not less than fifteen years, and who, before reaching the retirement age, become totally disabled for efficient service, may be retired on an annuity, computed in the same manner as retirement for age. Unless the disability is permanent in character, the annuitant must submit to a medical examination annually until reaching the retirement age to determine the continuance of the disability. Adequate provision is made for safeguarding the interests of the Government in this class of cases.

Provision is made so that those who are injured in the performance of their duties may have the right of election between benefits under the Federal Employees Compensation Act or annuity under the retirement law.

ADMINISTRATION OF LAW BY COMMISSIONER OF PENSIONS

The new draft provides for administration of the law by the Commissioner of Pensions under the direction of the Secretary of the Interior. In harmony with present practice in pension matters an appeal to the Sec-

(*Continued on page* 349)

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"Mr. Burleson, Unionizer"

A striking narrative of the career of "Political Master General" Burleson as the most effectual organizer of postal employees. How one victory in this field led to another, Mr. Burleson all the while, bourbon-like, learning nothing and forgetting nothing, and seemingly being oblivious to the inevitable results of his ruthless policy. Finally "the chickens came home to roost," to the common benefit of the postal employees, the postal service, and the American Federation of Labor.

By WILLIAM HARD
(In *The New Republic*)

IN 1917 Mr. Burleson put forth his supreme efforts to induce his employees to join the American Federation of Labor.

MR. BURLESON AS ORGANIZER OF RAILWAY MAIL EMPLOYEES

In April, through his Second Assistant Postmaster General, he sent a notice of discharge from the service to Mr. E. J. Ryan, president of the Railway Mail Association. The Railway Mail Association included some 70 per cent of the "railway postal clerks," who work on railway mail cars and in the great railway-junction distribution centers called "terminals." Mr. Ryan had sent out to these men a circular in which he said:

"While private employees have benefited by voluntary acts of their employers, railway postal clerks, have been forced to accept changes that have made working conditions in the service worse than at any time in the past."

The facts on which Mr. Ryan's statement was based will be presented in the next issue. The department did not attempt to change the facts. It continued them. But it notified Mr. Ryan to show cause why he should not be discharged for "publishing and circulating false and misleading statements which foment discontent and create disloyalty among the employees of the service."

Mr. Ryan, in reply, offered to substantiate his statements before an "impartial tribunal." The "impartial tribunal" was not furnished. It does not, in customary practice, exist. In the Postoffice Department (as throughout the Government) there is no "Trial Board" for accused employees. In each case the department is itself the accuser, the investigator, the verifier and the executioner. Mr. Ryan was executed forthwith. He departed from the service, remarking to the Second Postmaster General that the "discontent" and the "disloyalty" in the service were "fomented" and "created" not by circulars but by "false economy" and "idiotic efficiency systems" and "unfair transfers and reductions."

Mr. Ryan's discharge was the finish. In October the Railway Mail Association took a referendum vote on joining the American Federation of Labor. Under previous postmasters-general the members of the Railway Mail Association had been strictly civil servants and nothing else. Now they became a part of the organized working class. The result of the count of the referendum vote was:

For joining the American Federation of Labor: 6,827. Against: 2,072. The "for's" had it by more than three to one.

"An Extraordinary Indictment"

"Each [of Mr. Hard's articles on Mr. Burleson] in itself reveals abysmal ignorance of modern management. Together they constitute the most extraordinary indictment of an administrative officer of the government that has been published in our time. They show how Mr. Burleson has destroyed the esprit de corps, the morale, of the department; how he has, in the name of efficiency, promoted sabotage; how he has provoked strikes; how he has organized blundering, and made it a science.

"Each statement Mr. Hard makes is supported by the documents. His articles reveal Mr. Burleson as the leading official exponent of civil service revision —downward."

—GOOD GOVERNMENT, *Official Organ of the National Civil Service Reform League.*

EQUALLY SUCCESSFUL IN UNIONIZING RURAL LETTER CARRIERS

Thus successful with the railway postal clerks, Mr. Burleson turned to the rural letter carriers. With them, however, he failed. They have an organization, but it is relatively small. Rural letter carriers are more scattered, less thrown together, than railway postal clerks or postoffice clerks or city delivery letter carriers. Still, the rural carriers did have an organization, and it was possible to outrage it. Mr. Burleson did so.

In April of 1917, through his Fourth Assistant Postmaster General, he sent a notice of discharge from the service to the president of the National Rural Letter Carriers' Association, Mr. Fred L. White. Mr. White had printed, in a postal periodical, the following statement:

"We have learned from the very best authorities that the department intends to reorganize the rural delivery service by making the majority of the routes 30 miles long instead of 24."

This statement, even if a mistaken one, would not seem to most people to be unforgivably important; but to a Fourth Assistant Postmaster General under Mr. Burleson it was an opportunity of the utmost value. The Fourth Assistant at once gave Mr. White ten days in which to show cause why he should not be discharged for making false statements. Mr. White replied by claiming that his statements were based on information gained in the department itself and by setting up certain events communicated to him from Stoughton in Wisconsin by one M. J. Hokernson, as follows:

Mr. Hokernson was a rural letter carrier. He carried in the Stoughton neighborhood. His was one of the six routes. It was 22 miles long. The department had just reorganized the routes. It had reduced them from 6 to 5. Under the reorganization the shortest route was 26⅞ miles long. The longest route was 29⅞ miles long —within ⅛ mile of 30.

Mr. White thought that such events tended to substantiate his view that the policy of the department was leading to lengthening of the routes from 24 toward 30. The department thought not. Or rather, it finally grounded itself on the assertion that Mr. White claimed to have got his information in the department and that in fact he did not get it there. On this technicality, having to do with the source of Mr. White's information and having nothing to do with the merits of the griev-

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ances of rural letter carriers, Mr. White was severed from the service.

Mr. Burleson had now got rid of the leaders of two of the postal service organizations. He proceeded to a third. He attacked the city delivery letter carriers.

MR. BURLESON SCORES AGAIN BY UNIFYING CITY LETTER CARRIERS

The city delivery letter carriers had, and have, the strongest organization in the whole service. The total number of city delivery letter carriers in the United States is 34,592. The membership of the National Association of Letter Carriers is 33,297. It is a solid body and conservative in its methods. It gets out a periodical written in the restrained style of a cautious business trade paper. It has kept its secretary, Mr. E. J. Cantwell, as its representative in Washington for twenty years continuously. In 1917 Mr. Burleson contrived the discharge (from the postal service) of its president, Mr. E. J. Gainor.

It had been a custom in the Postoffice Department to allow officers of postal service organizations to have leaves of absence without pay during their terms of duty as officers. It was supposed that officers of postal service organizations, being engaged in work for the welfare of the employees, might be regarded as working also for the welfare of the department. This humane and harmonious understanding was not understood by Mr. Burleson. In the spring of 1917, because of the war, he had issued a general order generally revoking all leaves of absence. He proceeded to apply this order to Mr. Gainor. Mr. Gainor asked for a leave of absence. He was refused it. The routine presumption was that he would return to letter carrying at Muncie, Ind. It was a presumption contrary to fact. Mr. Gainor could not return. His duty as president of the National Association of Letter Carriers, in the midst of his period of office, would not permit him to return. He resigned.

It was a great triumph for Mr. Burleson. In the ensuing January the National Association of Letter Carriers took a referendum vote on joining the American Federation of Labor. It had taken a similar vote five years previously. At that time the count of the vote was as follows:

For joining the American Federation of Labor: 4,118. Against: 19,783. Majority *against:* 15,665.

This time, with the Burleson system fully operating and fully appreciated, the count of the vote was:

For joining the American Federation of Labor: 23,551. Against: 1,971. Majority *for:* 21,580.

THE POSTMASTER GENERAL NOW HELPS THE POSTOFFICE CLERKS

Mr. Burleson had now visited his displeasure upon the presidents of postal service organizations in three of the four principal branches of the service, and he had put two of those organizations into the American Federation of Labor. The fourth principal branch of the service is postoffice clerks. They do the distributing and other work in the regular postoffices all over the United States.

Among them, when Mr. Burleson came into office, there was a rather struggling union, affiliated with the American Federation of Labor. It had started in Chicago in 1900 and had got a national charter in 1906, and it now bore the name of National Federation of Postal Employees. In 1917 Mr. Burleson had already discharged its secretary-treasurer and active promotor, Mr. Thomas F. Flaherty. The circumstances of Mr. Flaherty's dismissal were almost amusing.

Mr. Burleson as Seen by "The Nation"

"Never in our recollection has there been such an outpouring of wrath upon the head of a single official as is now being showered upon Mr. Burleson. That he has been utterly incompetent as an administrator, that his whole attitude towards labor has been false and archaic—these are things which no amount of blustering denial can conceal. But the worst phase of him has been beyond question his whole mental bent. His ignorance and intolerance as a press censor and his ruthless suppression of weak periodicals because he did not like their opinions—here lies his chief offense against American honor and the American spirit. Surely, never was there an official by birth, training, and experience in life so unfit for the task of moulding and controlling public opinion as Albert Sidney Burleson."

Mr. Flaherty had gone to the department in Washington to present a grievance on behalf of a certain clerk in the Chicago postoffice. This clerk had been demoted $100 a year for scattering certain notices of the clerks' organization in the mails among the letters he was handling in order to reach his fellow-clerks who would subsequently handle them. Mr. Flaherty said that it had been a custom to permit postal-service employees to adopt this method of acquainting their fellow-employees with the news of organization events. Mr. Flaherty asked the department to remember that it had been a custom of the trade and to pardon the clerk in Chicago. He remarked further that he himself, in his own old office of San Francisco, had seen clerks scattering organization notices in the mails. The department was moved. It was so moved that instead of merely demoting the clerk in Chicago it altogether discharged him; and also, on the ground that Mr. Flaherty had himself scattered organization notices in the mails, it discharged Mr. Flaherty.

Nevertheless Mr. Flaherty's union was a rather struggling union. It needed help. Mr. Burleson gave it a great deal of help by his passion for sweat-shopping, by his passion for demotions and reductions, by his passion for resisting wage advances in Congress. In 1917, compared with 1916, the cost of food went up 28 per cent. In 1917, compared with 1916, the average salary of postoffice clerks went up less than one-half of 1 per cent. This was injustice. But people can sometimes forgive injustice by itself. They do not forgive injustice joined to insult.

"DELIBERATE INSULT" AND MENDACIOUS STATISTICS

In 1917, in his annual report, Mr. Burleson used the following language:

"It is regrettable that the organized postal employees are making many selfish demands and are insisting that their salaries be permanently increased, although they are justly compensated, receiving more than three times as much as those fighting in the trenches who must of necessity suffer the hardships of warfare."

Postmaster General Burleson's salary is $12,000. The salary of a real general is $6,000, in the brigadier rank. Mr. Burleson does not seem to know why he gets a larger salary than a real general. He does not seem to know why civilian incomes are larger than military incomes. Everybody else knows. Every letter carrier, every railway postal clerk, every postoffice clerk knows. The soldier is destined to battle. Battle has been thought of as a sacrifice to one's country. It has not been thought of as an enterprise in personal economics. It has not been thought of as a gainful occupation to be entered into for the primary purpose of supporting one's self and of feeding and clothing one's wife and of founding a family and of perpetuating the race. Battle is not a livelihood. Sorting letters is, or ought to be.

To reproach letter sorters for wanting more money than was being earned at Chateau-Thierry was to do a thing so unjustified by the manifest facts of life that postal employees could

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take it only as a deliberate insult deliberately designed to disparage and discredit them in the eyes of their fellow citizens undeservedly and dishonestly.

In the second place, the statistics of this insult were mendacious. The private soldier gets indeed only about one-third of what the average postoffice clerk gets, in money. But there are certain further fairly notorious facts, current in the common public prints. A private soldier gets food, clothes, quarters, medical service, for nothing; the clerk pays for them. The private soldier is also reputed to get an allowance from the Government, at intervals, for his family; the clerk gets no such allowance. Considering these facts, and considering their notoriety in all sections and sexes and ages of the population, the postal service employees could not believe that Mr. Burleson himself believed that they were earning three times as much as soldiers. They took his remark not as an attempt at truth but as an attempt at hatred and malice.

Finally, they resented the character of his allusion to their demand that their future increases in salary should be made permanent. They resented it, and they rebutted it, in precisely the same manner in which Senator La Follette resented and rebutted it when it afterwards came to debate on the floor of the Senate.

Senator La Follette went over all the important wage advances of the last fourteen years. He showed that the wages of the President, of Senators, of Congressmen, of the Postmaster General, have been raised 50 per cent. These advances have been made *permanent*. But when an advance is considered for a clerk, the department arises in the robes of scientific management and efficiency and economy to say that it should be made *temporary*. And it gets made temporary.

UNIONIZATION OWES HEAVY DEBT TO MR. BURLESON

In 1917, in 1918, Mr. Flaherty's struggling union among the postoffice clerks struggled toward strength. From a membership of 8,000 it grew to a membership of 12,000. From a membership of 12,000 it grew to a membership of 20,000. Its growth continues to date. In the months of September of 1918 to March of 1919 it established 100 new local branches in 100 new localities.

Mr. Burleson can now say that in all three branches of the postal service in which the employees are thrown closely enough together to make unionization possible he has effected unionization. He failed among the scattered rural carriers on their lonely routes, but he has given us three new vigorous arms of the American Federation of Labor on our city delivery routes, in our postoffice buildings and in our railway mail cars and railway mail terminals.

Mr. Burleson is precisely the Postmaster General that Nicolai Lenin would choose for the United States. Mr. Burleson has convinced the civil servants of the American postoffice that they belong to the proletariat.

The Women in our Ranks

(*Continued from page* 335)

change in the political barometer has produced since the fathers first set up the government shop on the banks of the Potomac.

SEX LINE IN ORGANIZATION WORK TO DISAPPEAR

One of the chief satisfactions which have been mine in doing what I could to organize the women federal employees has been the knowledge that the NATIONAL FEDERATION OF FEDERAL EMPLOYEES is not an organization of women alone. In the past it has been necessary, and it has not yet ceased to be necessary, for women to band themselves together as a sex for their own protection and for the protection of their special interests against those men and women who are either lacking in knowledge as to what those interests consist of, or are too selfish or indifferent to consider them. This is merely the reverse of the shield on which we see women represented as acting as separate subordinate committees, as "ladies' aids," as auxiliaries of men's organizations, with unlimited powers of work but none at all of deciding policies. As I told the men of my little town a few nights ago, in discussing whether the women should be admitted to full membership in the Chamber of Commerce or be made a Woman's Auxiliary, "An auxiliary body is where you bake the cake and freeze the ice-cream and don't get to know any of the secrets." But it is my opinion and my hope that these separate organizations of women, whether organized through the selfishness of men or through the women's protest against that selfishness, will not last indefinitely. Women are not men—lesser men nor greater men; they are different human beings, for that very reason, and the reason of the common humanity of the sexes, there should be no artificial barriers between them in their councils. There will always be some phases of all subjects on which men will be better informed and more competent to judge, and there will be others on which women will have in like measure peculiar information and ability. As soon as we have come, by virtue of our advance in civilization, to a general recognition of what is, after all, a fundamental physiological as well as psychical fact, we shall cease, either as men or as women, to organize ourselves into bodies segregated along sex lines, because the necessity for such exclusiveness will have disappeared.

This is the reason, in my opinion, why our NATIONAL FEDERATION OF FEDERAL EMPLOYEES and the American Federation of Labor are organized on the more ideal theory, the theory that is based solely on neither likeness nor on difference between men and women, but on both likeness and difference, and on the immeasurable advantage to both sexes of a true appreciation of that likeness and that difference in relation to all the problems of human life. I am tempted to quote if necessary that often repeated, eternally true, observation, of Tennyson:

"The woman's cause is man's; they rise or fall
Together, dwarfed or godlike, bond or free."

New Retirement Bill

(*Continued from page* 346)

retary of the Interior shall lie from the final action or order of the Commissioner of Pensions affecting the rights or interests of any person under the act.

Other administrative details have been worked out carefully in the bill, which will warrant prompt adjudication of claims for annuities, and prompt payment of the same when granted. Checks in payment of annuities will be issued monthly—a decided improvement over other plans heretofore advocated, which provided for payments quarterly.

The Civil Service Commission is required to keep a record of appointments, transfers, changes in grade, separations from the service, reinstatements, loss of pay, and such other information as will enable it to furnish the Commissioner of Pensions with reports necessary to the proper adjustment of claims under the act.

In brief, the general plan for administration of the law provides for adjudication of claims and payment of annuities by the Commissioner of Pensions, the keeping and certification of relevant data by the Civil Service Commission, and the bookkeeping and auditing by the Secretary of the Treasury. This plan is in harmony with present administrative practice, and it is believed that a retirement law can be most efficiently and economically administered under this plan.

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Editorials

THE CASE OF THE SCIENTISTS

The recent decision of the scientific and technical employees of the Government stationed in Washington, representing many lines of science and branches of the service, to unite with Washington Local No. 2 as an occupational group, or branch thereof, is an event of more than passing interest and significance. This is shown by the comments of the press in various parts of the United States, which attach much importance to the incident as fraught with large meaning.

Although many employees in this general class have been members of our organization for varying periods, the action here considered marks the first step on the part of men of science as an integral group to ally themselves with the trade-union movement. That the accession of this body of workers to the wage-earning brotherhood of the country carries with it great good is not open to serious question in the judgment of the writer.

Our present-day life is so complex that scientific research touches our most vital interests at every turn. Problems affecting food, sanitation, housing, education, wages, child labor, insurance, and a thousand other things are becoming more and more dependent for adequate solution on the investigations of the trained men of science. These investigations are naturally for the greater part in the field occupied by the wage-earning classes, from the "submerged tenth" up to and including that section of our population usually classed as of "moderate means." Is it not essential to the proper understanding of, and sympathetic attitude toward, their problems, needs, aspirations, and limitations that the investigator should have as close knowledge as possible of the human material he is studying, knowledge which can best be gained by direct contact with the people themselves?

The benefit to be derived from association of this kind, however, will inure at least as much to the men of science as to their brother workers. The necessities of the case constantly call for increasing allotments for scientific research, calls which do not always meet with the response to which their merit entitles them. The remedy lies in awaking a keener appreciation on the part of the average citizen of the necessity for liberal expenditures by the state for such purposes, and he can be brought into the proper frame of mind in no other way more effectually than by closer association with those who direct the work of research. In order to secure the highly desirable result, then, each class—the man of science on the one hand and the wage-earners in general on the other—must come together to a greater extent than they do now for the common purpose of advancing the well-being of both classes and that of the community as a whole.

Our scientific brethren do not stand alone in the step they have taken. The old line of demarcation between the brain-worker and the hand-worker is rapidly approaching the vanishing point. Workers must frequently supplement the work of the brain with that of the hand and vice versa. The modern labor movement is gathering in its own in a steadily augmenting ratio. Teachers, physicians, newspaper reporters, actors, drug clerks, photographers—even ministers—are merging with the trade-union fraternity in the growing consciousness that they are wage-earners by the stern fact of their economic condition. It remains for them merely to decide whether they will be organized or unorganized wage-earners.—J. G. G.

NFFE

OUR "SHRINKING DOLLAR"

Few things affect the material well-being of the Government employee more than the lack of a stable unit by which to measure values. The salary he receives is apt to remain virtually unchanged for excessively long periods—periods sometimes exceeding half a century—while the purchasing power of the dollars composing it may during that period depreciate, in fact has been known to depreciate 50 per cent or more. An "unshrinkable dollar" is, therefore, a matter of vital importance to him. The merchant can remark his goods or change his price list practically

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overnight; the banker or investor may contract for a higher rate of interest; the mechanic, through his trade union, may, and often does, arrange a schedule of wages yearly or even oftener; but it takes an Act of Congress to change the salary rates of most government employees, and such acts are not obtained "while you hop on one foot," and when obtained are quite apt to be, by express terms, temporary. Of course, in times of financial depression, this tendency is temporarily the other way, and the relative purchasing value of the dollar increases, but, if any considerable period be used as a basis, the tendency or trend is always upward. In other words, while the pendulum, so to speak, swings part way back, it does not go back the whole way. Measured by decades (except under extraordinary conditions), the purchasing power of the dollar has steadily diminished, and in the last twenty years this diminution, or "shrinkage," as it is sometimes termed, has been so marked as to be startling.

Various plans have been proposed for correcting this tendency, or of obviating its results, and there exists great diversity of opinion on the subject, but such diversity of opinion is largely as to what is a *complete* remedy. Persons of fixed income, including government employees, will be glad to see adopted a plan that affords even partial relief. The matter is the more serious to them because of a widespread opinion that the present inflated standards of value are to become more inflated ere we have a decline.—G. A. W.

NFFE

THREE YEARS' GROWTH

A trifle more than three years ago the movement for the unionization of the civilian workers of the Government in general was hardly perceptible. Today approximately fifty thousand men and women in the employ of Uncle Sam are enrolled under the standard of our National Federation, and the number is steadily increasing at a rate that augurs well for the future. This statement does not take into account the many thousands who are affiliated to the American Federation of Labor through the several organizations of postal employees, to whom belongs the honor of having been the pioneers who blazed the way for those who later followed the same path, nor the great number organized along strictly craft lines. There is every indication that the unionization movement among federal employees is in full swing, and the effect in the long run on such employees, and on the forces of the organized workers of the country as a whole, can hardly be over estimated.—J. G. G.

NFFE

THE SUFFRAGE VICTORY

Thanks to the commendably prompt action of the new Congress the Equal Suffrage Amendment has at last gone on its way rejoicing to the several States, to be passed on by them in due course. Thus, after a struggle of more than half a century which on the whole has been waged by its advocates with ability and pertinacity seldom if ever equaled, and never surpassed, in our political annals, the cause of freedom and democracy has materially advanced in this land of ours, for it is not to be doubted that the necessary number of States will ratify the amendment in the near future. No class of our people should hail the action of Congress with greater satisfaction than the organized federal employees, to whom it means much both in that capacity and as citizens.—J. G. G.

NFFE

THE COMPTROLLER'S DECISIONS

A few words directing attention to the abstracts of selected decisions of the Comptroller of the Treasury, which appear from month to month in our pages, may not be superfluous. As the Comptroller passes on a multitude of questions raised in connection with the various appropriation bills enacted into law by Congress, it follows that the financial interests of government employees are being ruled on constantly by this high official. Judging from communications which reach THE FEDERAL EMPLOYEE from time to time, it would seem that many of our members have already acquired the habit of consulting the decisions, and it is thought that many others might be interested on having their attention drawn to them.—J. G. G.

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The Employment Service Vital

"In a period of less than 18 months more than 4,000,000 persons of every grade and type of employer and employed have made use" of the facilities of the United States Employment Service. This cold fact is an emphatic argument for the retention and development of this Service, especially at this time when general employment affords the best protection against possible unrest and disorder.

By J. B. DENSMORE

Director General of the United States Employment Service

TIME WAS when if a man wished his children to be taught, if he wished to communicate with a distant friend, if he needed to trade the product of his toil beyond the confines of his village, he must plan and carry out the entire project himself. Popular learning was undreamed of under such difficulties; even kings could not sign their names. Families lived and died without having journeyed ten miles from home.

The common man, who had no information about work because he had no chance even to read of what men over the next ridge thought and did, gradually lost even the chance to barter his labor at home. The laborer of the Middle Ages, when diffused information was at lowest ebb, was typically either a vassal, most of whose labor was owned by his overlord, or a serf, all of whose energy was thus conscripted.

Since that time the world has progressed to the point where most fields of knowledge are classified and thrown open to every one through the medium of educational, communicative, and transportational facilities. Modern democracy is the political form of which these things are the substance. But with all this progress, with whole sciences developed and galvanized into popular utilities, information about the fundamental necessity, WORK, has been shamefully neglected.

NECESSITY FOR NATIONAL EMPLOYMENT SYSTEM POINTED OUT

A nation-wide employment system is a more important right of the citizens of a democratic country than are adequate systems of schools, roads and railways, postal and other utilities. Labor, beyond even education, communication, and transportation, is a necessity to society. Schools close for months yet the world moves on. Roads break down, wrecks clog traffic —the check to business and living conditions is serious but not unconquerable. But let work cease in even a single city, and an unthinkable paralysis results. Let a wave of drastic unemployment sweep across the country, and the outbreak of disease, and death, crime and anarchy, which manifest the defectiveness of a civilization that does not protect its workers, is worse than the paralysis of strike.

Try as it may, no agency other than an employment system which has the support of the Government, of business, and of workers, can, to judge the future by the past in every modern country, do more than touch the fringe of the complicated problem of labor information and labor distribution. In this country only one agency has been created which, in its brief period of existence, has approximated solution of the problem. In a period of less than 18 months more than 4,000,000 persons of every grade and type of employer and employed have made use of its facilities. More than 10,000 applicants come to it each week now, when nearly half its offices are closed for lack of funds because of the filibuster in the Sixty-fifth Congress. Gifts totaling $125,000 a month, without restrictions on its operation, are being given this Service by States, municipalities and organizations for use until appropriation therefor can be made by the new Congress.

J. B. DENSMORE

WHAT THE U. S. EMPLOYMENT SERVICE HAS DONE

The United States Employment Service is not to be compared with any other war service or public utility. While it was created to meet war needs, present support by those most interested in the maintenance of an employment system proves that its reconstruction period and permanent work will become more valuable than its war work. No other agency than the Government has developed a comprehensive system of employment offices. Despite effort put forth by private interests, municipalities, state labor commissions, and disinterested organizations, a trade union can handle only its own trade; a municipality its own community. Therefore antebellum efforts were with a few exceptions narrow in scope, and if exerted as public functions, were frequently little more than abortive attempts at charity for the nearly unemployable.

More than 2,000,000 clerical and public-service workers are listed in the last census. To judge by your own experience, how many of them used public employment offices? How many even knew where these offices were located? Recently in one month the stenographers and typists alone who registered with the United States Employment Service numbered 12,000, and 5,000 of them are known to have been placed.

In potential importance to the country the United States Employment Service stands out among all public utilities and services at this time. The next few weeks must determine whether it is to be continued so as to develop a service that has been criminally neglected in the past, or is to be junked to satisfy the ambitions of private fee-charging agency owners and their selfish interests.

[NOTE.—There is now before the House Committee on Labor and the Senate Committee on Education and Labor a bill submitted by the Secretary of Labor, making provision for a permanent national employment service.—EDITORS.]

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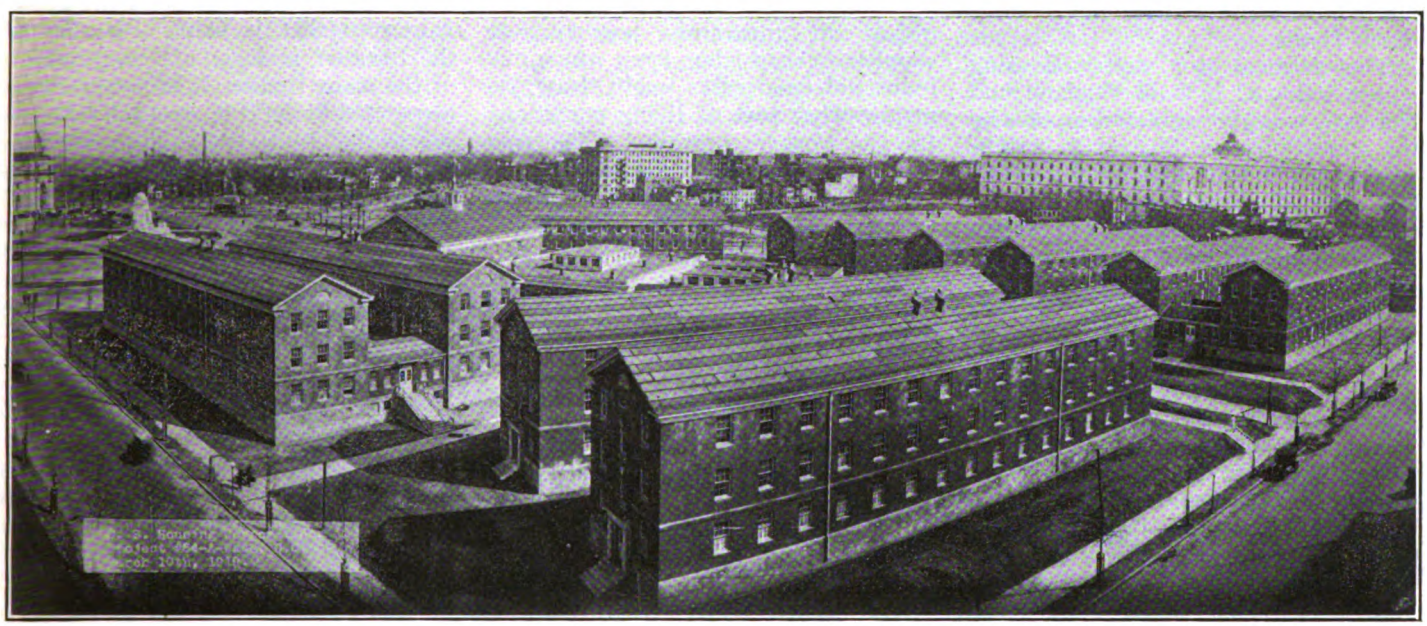
Uncle Sam as "Mine Host"

Glimpses into the life led by some two thousand women war workers as pay guests of Uncle Sam in his capacity of hotel keeper. The harrowing experiences through which many of the workers passed in wartime Washington are touched on. The writer tells the story with the firsthand knowledge of one who has lived "behind the scenes." The general question of government activity in the housing field is also discussed.

By LAVINIA H. EGAN

A Member of Washington Federal Employees Union No. 2



"GOVERNMENT HOTELS" FOR WAR WORKERS IN WASHINGTON

In the background, on the extreme left, is seen the east end of Union Station. Just beyond the "hotel," shown in the left center, is the Columbus Memorial Statue and Fountain. The large white marble structure in the right background is the Senate Office Building, beyond which may be seen the dome of the Library of Congress.

NOW THAT the Government's housing plan has become an accomplished fact in so far as it applies to the Plaza-Capitol group of residence halls in the District of Columbia, the story of the undertaking as it has thus far progressed should make interesting reading. As the initial step toward what, no doubt, will develop into one of the most effective and far-reaching by-products of the general reconstruction plan to be adopted by the United States as a result of the readjustment occasioned by the war, this little group of twelve hotels in which some two thousand women employed in various departments of the Government are housed and fed at $45 per month each, a rate not in excess of actual cost according to present-day estimates, deserves to be focussed rather conspicuously in the spotlight.

HOW THE WAR WORKERS ARE HOUSED AND CARED FOR

As to the houses themselves, they are conspicuously plain of exterior, built of hollow tiles stuccoed, with white wood trim, all quite neat and pleasing in appearance, though the bareness of the lots and the unattractive surroundings leave something to be desired. In this respect, the Capitol group has the advantage of the Plaza group, as the elevation is greater, the surroundings better, while the Capitol grounds with the beautiful show of trees and green lawn give a more attractive atmosphere. Each group of six buildings has its administration building and dining hall, and for the entire group are provided one large auditorium and amusement hall, where entertainments of various kinds including picture-shows may be given. The houses are three stories each, built in pairs, with a common reception room, parlor and reading room, the alphabetic designation, as buildings P-Q, N-O, etc., following the usual trend of singularly unimaginative nomenclature peculiar to the District of Columbia. On each floor are a tub bath and three most attractive showers; and adequate steam heat, electric light and telephone service are provided. The rooms are small, but simply yet attractively furnished, each one having a locker or closet, stationary washbowl with unlimited flow of hot and cold water, a dresser, desk and desk chair, a comfortable arm chair, and a cedar chest that accommodatingly rolls under the cot bed. Each house-mistress is provided with assistants and with orderlies, maids and men, and the rooms are kept immaculately clean and furnished with abundance of clean linen, towels, etc. A victrola in each living room and plenty of periodical literature on the tables take care, in a measure, of the few leisure hours that the government worker has at her disposal.

With the appropriation by Congress of $50,000,000 for the housing of working men employed in shipbuilding for the Emergency Fleet Corporation and the organization under the Department of Labor of a bureau to direct the expenditure of additional millions, $400,000 of which was to be applied to the District of Columbia plans, the interest of the whole country has been awakened to the important problem of town planning and industrial housing.

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THE EXPERIENCE OF ENGLAND WITH THE HOUSING PROPOSITION

For a somewhat similar situation let us turn back a few pages of history. It was the Boer War that demonstrated to Great Britain that living conditions in the United Kingdom were such as to require immediate government action. More than 80 per cent of the young Englishmen offering themselves for service in the Transvaal were found physically unfit. In the investigation which followed this alarming state of affairs improper housing came in for the principal share of the blame.

The ferment for better housing which followed in both England and Germany was given greater impetus by the appearance in 1902 of an epoch-marking little book by Ebenezer Howard, called "The Garden City." The dream of Ebenezer Howard became a reality some fifteen years ago in the establishment of the model city of Litchworth, 34 miles out of London. The Litchworth plan, following the Garden City idea, covers about 34,000 acres and includes a business center surrounded by a community of houses, an industrial district, and an encircling area of farm land owned by the village and rented to farmers, who in turn supply the town with farm products. Port Sunlight and Bourneville belong to a somewhat earlier period and are both well-known examples of industrial housing, while Hempstead Garden is the most striking example of the semi-philanthropic working out of the problem by a corporation, which in this instance, by the way, happens to be under the leadership of a woman, the widow of the late Canon Barnett.

It was with this background of pre-war experience that England had to build when she entered the great struggle for democracy, and her energy and activity in this line of endeavor have demonstrated how well she has learned that good homes are essential to good work and to good workers. After various wasteful efforts at economy through the construction of temporary quarters, permanent houses were found to be more economical, and during the three years just passed, England has spent no less than $700,000,000 in her housing projects.

WAR NECESSITY DRIVES UNITED STATES TO CONSIDERING HOUSING

In the United States a survey of the housing question prior to our entrance into the war reveals a decided apathy on the part of the general public despite the noteworthy efforts of civic betterment bodies in various parts of the country. The reasons for this condition are apparent. The influx to our hospitable shores of more than a million emigrants each year furnished an apparently inexhaustible supply of cheap labor from which our industrial enterprises might draw, no matter what sort of living conditions for the workers prevailed. The war in Europe and the consequent drafting of the emigrant class for military purposes put a stop to this, and, for the first time in our history, the United States began to take serious notice of the housing question. The great industrial enterprises which were necessary for the fighting of the war had to have laborers, for the greater part skilled workers, and in order that laborers might be obtained houses had to be provided and living conditions made at least comfortable and in a measure attractive.

A WAR WORKER "AT HOME"

THE PLIGHT OF THE WAR WORKERS IN WASHINGTON

Born of this necessity, by an Act of Congress approved May 16, 1918, "the President was authorized to provide housing, local transportation and other general community utilities for such industrial workers as are engaged in arsenals and other industries in the United States and industries connected with and essential to the national defense, *including employees of the United States whose duties require them to reside in the District of Columbia.*"

While the act was national in its scope, covering the whole industrial situation so far as war enterprises were concerned and affecting some twenty-five or more cities and localities where government activities were connected with the manufacture of shipping, munitions, and other war material, it is the italicized clause quoted above that extended the application so that it materially affected the lives of at least a few thousand of the many thousands of women who responded to the country's call by coming to the city of Washington to take government employment. The response to the call was immediate and nationwide, so that during the year and a half that the United States was actually at war there marched into Washington, unheralded, the overwhelming array of war workers, whose story must be told when history records the part America has played in making "the world safe for democracy."

This rising tide of women workers was so overwhelming and the need for their services so insistent that the city of Washington found itself unable to cope with the situation, and not only the entire District but adjoining towns in Virginia and in Maryland, even as far as Baltimore, 40 miles distant, were called on to relieve the congestion by opening their doors to the war workers. The results that followed this unprecedented condition were somewhat startling, altogether interesting, and ran, of course, along thoroughly human and historic lines. Every incoming train during the actual war period brought its quota of girls of various ages who had to be provided each one a place—or places, as they were seldom the same—to eat and to sleep. The situation quickly resolved itself into a condition comparable to that referred to in the Scriptures, in which the foxes were said to have holes while "the son of man hath not where to lay his head."

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Many of these "holes" as well as more desirable quarters were rented to the girls at enormous prices, hundreds of uncleanly and insanitary restaurants and cafeterias came into being, and the work of war profiteering went merrily on, unchecked by remonstrance, appeal, or act of legislation.

The conditions soon became well-nigh intolerable, and certain quasi-government agencies, as the Red Cross, the Y. W. C. A., the War Camp Community Service, and the Council of National Defense were utilized to list the available rooms and boarding houses where girls could be located on arriving in Washington, but in the stress of wartime activities of every sort these praiseworthy efforts were inadequate to meet the increasing needs. The result was in many cases disastrous, in most of them deplorable, and in all of them regrettable. Girls were charged beyond their ability to pay; they were crowded into uncomfortable, insanitary rooms; they were forced to go without heat; they were forbidden such common necessities as light and hot water, and, in some instances, the use of the bath itself. They were forbidden to have their girl friends visit them in their rooms, or, worse still, were prohibited the use of the parlor, so that they were forced to entertain men friends in their bedrooms; they were locked out of the house if by chance they stayed out after a certain hour, and were often forced to apply for police protection under such circumstances.

These things do not make pleasant reading, and should rest heavily upon the consciences of those citizens of Washington who "opened their homes to the war workers" after such fashion, but they are actual facts as brought out in the testimony before the Public Buildings and Grounds Committee of Congress in whose hands the housing projects were placed for consideration and disposition.

Into this already unbelievable condition there projected itself another horror, the Spanish influenza. This found in the war workers easy victims. Thousands of them died of the disease, the number of deaths in the city of Washington during a single day numbering more than those in Philadelphia for a whole week. The report of the board of health disclosed the facts that the war workers were peculiarly susceptible to the disease by reason of their lowered vitality occasioned by overcrowded, insanitary housing conditions and malnutrition due to improper diet forced on them by the exorbitant prices of food, which they could not pay. These conditions were bad enough, but the war workers' troubles were not yet over. Along in November there came what seemed for the moment another calamity to the war worker, cleverly disguised as a blessing to humanity, that somewhat misleading thing called "the armistice." The war was ended; the war worker's task was over; she should leave her job "to the boys who had won the war and go back home where she belonged." This was the cry that went forth rather vociferously from the press and elsewhere. Some thousands of the girls contracted the demobilization fever as readily as they had contracted the "flu;" many of them went home, so that their places had to be filled by new, untrained girls brought on for the purpose, and the waste and loss in efficiency caused by this trunover in the office forces of the Government were enormous.

WORSE SITUATION THREATENED BY ACTION OF SENATE

But, like the proverbial cow that ate the grindstone, it remained for the Congress to add the final chapter to the war worker's tale of woe by the passage through the Senate of a "joint resolution directing the United States Housing Corporation to suspend work upon all projects where construction is not more than 75 per centum completed and to cancel all contracts for furniture and for other purposes."

That was indeed the last straw. When the resolution passed the Senate committee it seemed unbelievable that a body of sane men having in their hands the power to control the destinies of so many human lives should be so unaware of conditions actually existing not only in Washington, but in other localities where government workers were employed.

Those who are interested to know how the joint resolution was finally defeated and the various individuals and organizations that were active in presenting the matter in its true light and saving the House of Representatives from making the same blunder that had been made in the Senate, are referred to Public Buildings and Grounds Report No. 17, Hearings before the Committee of the House of Representatives on S. J. Res. 194. That bulletin is a human document since it tells of conditions as they actually existed in the Capital City of the United States while the united forces for good were fighting for the freedom and the betterment of mankind on the battlefields of Europe. No story of the great war will be complete without the little homely tales of self-sacrifice and hardship and suffering that went on out of sight far from the scenes of actual conflict, and among those homely little tales belong the record of the deeds of the war worker in Washington in the year of grace 1918.

But, happily, the struggle is over; the war has been won, and, along with other valuable lessons, it has taught us that better modes of living make for efficiency, and it has awakened our national consciousness to the need of good homes for industrial workers of all kinds.

PRINCIPAL MEN IN CHARGE OF HOUSING PROJECT

The story of the Government's housing undertaking would be incomplete without reference to the men who have handled the project from its incipiency. At the head of the United States Housing Corporation was Otto M. Eidletz, of New York; Vice-president, Joseph D. Leland, 3d, of Boston; General Manager, Burt L. White, of McKim, Mead & White. The operating division, which had to do with the upkeep and the sociological side of the undertaking, was in charge of Allan Robinson, of the City and Suburban Homes Company of New York; Chief Town Planner, Frank Law Olmstead, the younger; Chief Engineer, John W. Alvord, of Chicago; Manager of Construction Division, Daniel T. Webster; Manager of the Real Estate Division, William E. Shannon, of Washington, who has recently become the official head of the corporation.

After Long Years

The storyette editor sat in his den and his visage was puckered and blue. He was wading through piles of ancient jests that were stale when the world was new. There were jokes of the plumber that Adam made when he was a gay young spark. There were nautical wheezes by Mariner Noah when he sailed with the Zoo in the ark. There were jokes of goats, of mothers-in-law, the anglers and mythical fish. There were midsummer jestlets and Christmas puns—a widely assorted dish.

But the editor knew them all by heart, and his heart grew black with guile as he read the jokes that the Pharaohs told to the crocodiles down by the Nile.

But all of a sudden he gave a cry and his breath came thick and fast, and he scanned a post-card eagerly, and then shouted:

"At last! At last! A brand-new joke! Can it be, ye gods? Yes, 'tis; yes, 'tis, I vow."

Then his brain gave way with a horrid crack, and he's in the asylum now.—*Tit-Bits.*

Federal Employee leaving city wishes to dispose of a paid up Y. M. C. A. membership, at a greatly reduced rate. 112 McGill Building.

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"My Day's Work"

This month we listen first to a sister worker, who chats interestingly of her duties ane of the motley array of people among whom her lot is cast, way down on the southern confines of Uncle Sam's big domain. We no sooner say good-bye to her than we are with two of our brethren whose "day's work" is carried on in the biting cold of a winter's day on the New England coast. And the work of these fellow-employees is fully as different as are their environments.

In a Passport Office on the Mexican Border

A true-to-life pen picture of the diversified stream of humanity that pours constantly through the Federal Passport Office at Laredo, Texas. Surely our readers will agree that here is one post of duty at least on which the employees can draw their salaries without twinges of conscience.

By BLANCHE BYERLY

Filing Clerk, Passport Office, Laredo, Texas, and a Member of Federal Employees Union No. 36

THE FEDERAL employees arrive at the Passport Office about 8.15 a. m., except the Control Officer, who stops by the Immigration Office in another building to get the mail and any instructions the Chief may have for him. In about fifteen minutes he arrives, and by this time everything is shipshape for handling the usual morning crowd of train arrivals just in from San Antonio, on their way to Mexico. It is not customary to permit the crowd to enter the Passport Office until the Control Officer arrives, they remaining in the hall until the doors are opened to them. This Monday morning someone knocked, using a knock similar to the one the employees use in order to pass the crowd. One of the men employees went to the door, expecting to let in an employee, but instead there stood a beautifully dressed woman, and the employee, manlike, did not have the heart to refuse entry to a pretty woman, so asked her to come in. She chatted awhile, stating that she was an opera singer on her way to Mexico City to fulfill an engagement there; that she had had the bad luck to get on a Pullman car No. 13, and that therefore the baggage car had something happen to it, so that it had to be left behind, and her little dog was on it. Her chat was cut short by the arrival of the Control Officer, who viséd her passport and let her go. Then the door was opened for the train crowd, and they pushed in, and the day's work began in reality.

The train arrivals above mentioned

TOO IGNORANT TO FILL OUT AN APPLICATION

MANY VARYING TYPES OF HUMANITY DEALT WITH

are composed principally of American citizens bearing American passports to be viséd for entry into Mexico. This takes but a short time; then they are manifested, which takes a little longer, as quite a few questions are asked, but in a short while they are "cleared" by this office and on their way to Nuevo Laredo, Mexico, to board a train which leaves there about 10.30 a. m., American time, for the interior of Mexico; that is, they are "cleared" if there is nothing irregular about their passports. Sometimes persons come from Canada or France who failed to get their passports stamped, which means they have never been admitted; therefore they are illegally in the United States, and this port cannot permit their departure until their entry is verified. This necessitates telegrams and delay, and makes these persons furious, especially if this oversight is the fault of the immigration employees at the port of entry, but this morning there was none of that irregularity. One woman, with rather a severe expression (she must have been the kind of suffragette who wants to rule everything), objected to the question asked in the manifesting concerning "original descendants," expressing her dislike in not very ladylike terms, thus: "What in the devil is the use of knowing who your descendants are when you have an American passport? The Control Officer looked up somewhat surprised, but responded calmly and politely that it was merely a matter of law, which seemed to satisfy her completely. One man and woman who were in transit through the United States had had to enter at Halifax instead of New York on account of the strike in New York, but their passports had been properly viséd, so they had no trouble at this port of egress.

There is nothing passive about the Passport Office but a constant stream of humanity of all types and nationalities coming and going. While the front office is handling the train crowd, the employees in the adjoining rooms are taking care of the ignorant, destitute, border permit and citizen's identification cards. On this Mexican border those aliens too ignorant to make application are not required to do so, but instead an employee in the Passport Office questions them and gets the data necessary for the files to let them pass. Oh, what a job! What ignorance! What destitution! This is dealing with the lower class of Mexicans, and most of them cannot read or write, hardly ever know exactly when and where they were born, or how to spell their names. The men taking care of this part of the passport business have to have a good sense of phonetics and a knowledge of how to spell Mexican names and be

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judges of ages; also a surplus supply of patience is necessary from which to draw when a host of them is outside the door waiting their turn, and one person takes years, it seems, to think up the answers to these questions all should have at their tongue's end. About half a hundred a day of this class pass through the mill of the Passport Office, and today was about the same as usual. What a picture this moving mass of humanity makes. Perhaps there may be Juan Perez with his wife, Angelina Gonzales de Perez, and several children with names of Angel, Jesus, José, and you gaze upon the dark-skinned, poorly clad, dirty family, and ponder on their heavenly names, and somehow there seems to be an incongruity somewhere.

THE FORTY-MILE-ZONE SYSTEM IN OPERATION

Those persons living within forty miles of the border on either the Mexican or the American side can secure "border permit" cards, if aliens, or "citizens' identification" cards, if citizens, to cross and recross the border, by making application in duplicate, having photographs attached with their descriptions written out. Some of the passport employees make out the border permit card, taking the thumb impression, pasting the photograph on the card, making a description of the party, and examining the applications to see whether the questions are answered properly and sign them. One application goes to Washington, one remains in our files, and the card is given to the applicant. The number of these vary from ten to thirty a day, and today was about an average day. About the middle of the morning a man who had just arrived in town and expected to be here only a short time sought a border permit. When told he could not secure a border permit, as he was not a resident of the forty-mile zone, he just asked the Control Officer who was the "man higher up." I imagine the "man higher up" will try to convince him that he is not a resident and therefore must secure an American passport, and I hope he will not be angry at the federal employees for complying with regulations. A woman from New Braunfels, Texas, seeks a border permit. She lives outside the zone, so this cannot be granted; but she has a Mexican passport, which can be viséd for her to cross the border. Upon questioning her, it is found she can neither read nor write; she is told if she goes across she cannot get back, as it is against the immigration laws to permit illiterates to enter. She decides this side of the Rio Grande is the better. A good decision, don't you think? Not long ago a woman whose brother was a slacker sought a border permit card. He had evaded the draft and skipped to Mexico. She was informed that the privilege of a border permit was not granted to the families of slackers. She promised if permitted to go she would get her brother and deliver him to the Department of Justice, as his actions had caused the family untold anguish and trouble. She kept her word, and Uncle Sam has the slacker in custody.

In order for either aliens or American citizens who reside in the zone, or outside of it, to go into the interior of Mexico beyond the forty-mile zone, it is necessary to file application in duplicate; this office sends one copy of the application to Washington, retaining one in its files. It takes about eighteen days for the application to return from Washington, giving the permission or denial. Today a woman filed application who was an American citizen, but married

TYPICAL DESTITUTE MEXICANS

a Turk, making her at the present time a subject of Turkey. She doesn't know where her husband is; she is in poor health and wishes to go to Mexico. As she is a subject of a country which was not one of the Allies in the war, a sworn statement has to be taken from her. I feel sorry for her, exchanging American citizenship for that of Turkey even for love's sake, don't you? A shoe salesman from St. Louis who failed to make application in his own city, as he should have done, so had to make one here, stepped in to see if his permit had come. A dentist in the Reserve Corps of the United States Army dropped in to see if his permit from the War Department had come, that he may depart from the United States. A watchman from the International Foot Bridge brings up two border permit cards taken up Sunday for drunkenness of the owners and smuggling mescal, a Mexican drink said to be stronger than whisky. Since John Barleycorn is an outlaw in the United States saloons have been established on both sides of the street on the Mexican side of the International Foot Bridge and it is said that a whiff of the odor of liquor is wafted to the passerby before he gets halfway over the bridge. Although these saloons are in Mexico, the signs upon them are in *English*. It is a good thing the Passport Regulations require a person to have a specific business to go across or some might be tempted to go across just to regale themselves and be the worse for the experience.

Now (dear reader) you have a glimpse of what goes on in a Passport Office. Eight federal employees are kept busy questioning, interpreting, examining papers, taking oaths, manifesting, writing letters and telegrams, and keeping records for the more than 100 per day of various classes and nationalities of people departing into our neighbor country, Mexico. As one man said: "They surely get your pedigree in the Passport Office." Some people call Laredo "the jumping-off place," but happily for us we haven't jumped off yet, but are standing as a sentinel guarding the border at this point of the dear old U. S. A.

Inspecting Boilers and Hulls Not a Job for Weaklings

The hoary saw that a government job is a "soft snap" is rudely challenged in this article. Our correspondent, who keeps his grip on the payroll by virtue of pursuing the gentle avocation of crawling in and out of, and through and over and under and around the boilers of sundry vessels, in order to examine them, thinks the "soft-snap" notion is "greatly exaggerated,"

By JOHN STEWART

U. S. Assistant Inspector of Boilers, Steamboat Inspection Service, and Member of the Boston Federal Employees Union

A DAY'S WORK of an Assistant Inspector of Steam Vessels. Whew! If some of the critics who think a government employee's day consists of a few hours spent in an office with feet cocked up on a desk, reading newspapers and smoking Havana cigars, would follow one of these inspectors, they would revise their opinion.

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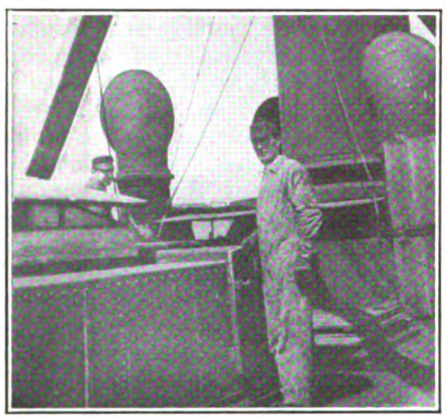
Suppose we take as a sample a day's work in the month of January, with the official thermometer registering two degrees below zero, which means four or five below along the water front, where our work is done.

THE DAY BEGINS WITH A FIFTY MILE JOURNEY

At 4 p. m. we receive our assignment for the following day. This is to inspect a large passenger steamer fifty



READY FOR WORK

miles distant from the home port, which means taking a train at 7.15 a. m. To do this we have to carry our bags, weighing about twenty pounds, home with us, with all the inconvenience of dragging them through the crowded subways during the rush hours going to and coming from our homes.

Shortly before 8.30 a. m. two well-dressed gentlemen arrive at the railroad station in the city where the vessel is. The wharf is about ten minutes' walk from the station with no cars running between. Our economical government will not stand for taxicab hire for such a short distance, so buttoning up our coat collars, we grab our bags and march down the street in the face of a cutting northwest wind. Arriving at the vessel, we separate, the assistant hull inspector going to the chief officer's room, the assistant boiler inspector to the chief engineer's room. In a few minutes we again appear on the scene, but ye gods, what a metamorphosis! The two prosperous-looking, neatly dressed gentlemen now look like laborers, one having the appearance of a stevedore, the other a coal heaver.

REAL WORK NOW BEGINS—TESTING BOILERS FROM WITHOUT

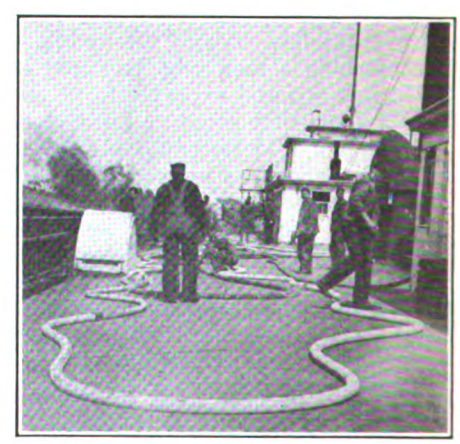
Down into the boiler room we both go, the first operation being the application of the hydrostatic test to the eight boilers in the vessel. This is one and one-half times the working pressure allowed to be carried on the boilers, and must be witnessed by the hull inspector. Our paternal government does not trust the boiler inspector to do this alone, presumably because he might be blinded by a greenback held in front of his eyes, and would stop the pressure before it reached the limit. This pressure is obtained by closing all outlets from the boilers, filling them completely and then continuing to pump water in until the pressure reaches the amount required. It is anything but comfortable in the boiler rooms while this is being done. The water leaks out of joints and valves and it is almost impossible to find a dry place anywhere in the fire-room. The inspectors are compelled to stand where they can see the test gauge to note the pressure, and fate nearly always wills that this place is under the joint that is leaking the worst. This means a cold shower bath with the thermometer below zero, at the very beginning of the inspection.

When the pressure is obtained the hull inspector goes on deck in the biting weather, his clothes and feet wet, to do his part of the inspection and take chances of getting pneumonia. The boiler inspector makes a thorough examination of the boilers while they are under the hydrostatic pressure. This of itself would be considered a fair day's work by some of the government employee's critics. The eight boilers in this vessel have four furnaces each, which means thirty-two trips in and out of these furnaces, crawling through small furnace doors on the stomach, over bridgewalls of rough fire brick, into the combustion chambers with a flash light and test hammer in the hands. In each combustion chamber are hundreds of stay-bolts that have to be examined and tested with the hammer to locate any that may be broken. By the time the thirty-two trips through the furnaces are completed, the back is aching and legs are cramped, but there is no time to rest them. Just a chance to stretch and then under and over the eight boilers to see if any leaks or cracks have developed under the test pressure. Aching back and cramped legs notwithstanding, into cramped places, through small holes, first on the back, then on the stomach, scraping shins, knees and elbows, wriggling and twisting around pipes through the water which is trickling down from the leaky joints, every part of the shells of the boilers are examined. Then out into the boiler rooms to test the safety valves, which have been clamped down during the hydrostatic test. The pressure is lowered below the working pressure allowed, clamps are removed from the safety valves and pressure is pumped up again until the safety valves blow off. If they blow at the working pressure, well and good; if not, as is frequently the case, several trips to the tops of the boilers, where the valves are located, are necessary to adjust them.

TESTING FIRE HOSE ON DECK IN ZERO WEATHER

Finally this part of the work is done, but the work of inspection is not completed; far from it. The boilers are now to be emptied, and while this is being done, the boiler inspector goes on deck to test the fire hose though soaking wet, in the biting wind, with the thermometer below zero.

All fire hose on steam vessels must be tested to 100 pounds per square inch, and again, our suspicious Government does not trust one inspector to do this work. It must be witnessed by both hull and boiler inspectors. Several lengths of the hose are coupled together, one end closed with a cap into which a test gauge is inserted, the other end coupled to the fire main and water pumped into the hose until it reaches 100 pounds pressure. Hose has a habit of bursting, and when it does somebody gets wet. However, it makes little difference to the boiler inspector; he is about as wet as he can get anyway. When a section bursts, it is removed, and the pressure applied to the remainder. Forty sections of hose are tested in this manner, taking at least one hour to do so, by which time hands and feet are numb, heart and soul sick, and prayers going up that rheumatism or some worse sickness will not develop from the cruel exposure. Then all the fire extinguishers are discharged and refilled. In most cases this must be done in the presence of both inspectors, al-



TESTING THE FIRE HOSE

though not specifically required by law.

By the time this is done it is noontime, and there is a short respite for lunch. A half hour is all the time that can be spared for this, as time presses, and the inspection must be completed. Sailing schedules must not be interrupted for such an insignificant person as a government inspector.

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EXAMINING INTERIOR OF BOILERS NOT A REST CURE

By the time lunch is eaten the boilers have been emptied, manhole doors removed, and the boiler inspector goes below again to examine the interior of the boilers. The examination of the exterior of the boilers was a strenuous enough job for anybody, but it was easy in comparison with the interior examination. The manhole doors are usually 11 inches by 15 inches, and the average-size man has just about room enough to squeeze through them. The interior of the boilers is filled with braces and pipes, through, around, and over which the boiler inspector has to twist and crawl to get to all parts of the boilers. It frequently happens that he gets stuck between these braces and then comes a back-breaking, heartrending experience. Twisting, squirming, wriggling, at last he slips through to the place he wishes to examine, worrying about the difficulty he will have getting back again through the same place. When the eight boilers have been thus examined the arduous work of the boiler inspector has been completed.

There only remains the noting of repairs that have been made since the previous inspection, examination of the licenses of the engineers, examination of all parts of the engine and fire rooms for fire hazards, exposed parts of the machinery to see that they are protected by hand rails and guards, and a few other details.

Up to the chief engineer's room, out of the overalls, a rough wash in cold water usually, back into the decent clothes again, then a look for the hull inspector, who has been just as busy in his part of the inspection, examining life-preservers, buckets, axes, lifeboats and equipment, etc.

HOME AGAIN TO LATE DINNER AND REPORT WRITING

The work completed, the two inspectors, again changed to respectable-looking citizens, leave the vessel to get the 5:30 p. m. train for the home port. If the train is on time they arrive home soon after 7 p. m., to a late dinner, but not to rest or take in a show; not so you would notice it. A telephone message has come from the office detailing the boiler inspector to visit a vessel at 9 a. m. the next morning to examine some repairs that are being made to the boilers, thence to a dry dock to examine a vessel that has been ashore and is being repaired, after which he must return to the office. Seeing that these assignments will keep him busy the following day, he sits down at his desk when he finishes dinner and writes up his report of the inspection he has made, and is then ready for bed.

Business Management for the State of Illinois

SOMEWHAT in line with the change from old systems of city government to the modern commission form that is so rapidly winning the West is the step recently taken by the State of Illinois.

Governor Frank Lowden, in describing this experiment in a recent issue of *The Nation's Business,* says that under the old system it was a practical impossibility for him to see to the administration of the affairs of his State, and its citizens came finally to realize the necessity for "binding all of their scattered fragments into one bundle and then making someone responsible for the bundle."

NINE DEPARTMENTS INSTEAD OF 125 LOOSELY RELATED AGENCIES

In pursuance of this policy Illinois abolished her 125 or more independent, competing, and often overlapping commissions distributed over the State, substituting in their place nine distinct departments, namely: Finance, Agriculture, Labor, Mines and Minerals, Public Works and Buildings, Public Welfare, Public Health, Trade and Commerce, Registration and Education.

Each of these departments is under the supervision of one director, with his offices in the State Capitol, thus making it possible for the Governor to be in almost instant touch with any department of the Government.

The powers and duties of each department are defined and are conferred on its director, who prescribes rules and regulations for his subordinates. Objection was raised at first that this placed too much power in one man, but Governor Lowden says:

> We have gone under the theory that we could tie men's hands for evil, but at the same time leave them free for good—an absurd theory. It is as if we sent men into battle without arms, fearful that weapons might be turned against us. . . . We believed that what was needed was not more but fewer agencies of government, not less, but more power lodged in the responsible heads. We believed that if instead of the law fixing in detail the duties of each official within the department, the head of the department were authorized to fix those duties himself, there would be little red tape. Individuals execute best. A commission may be more desirable where quasi-judicial and quasi-legislative powers are exercised, but where the duties are purely or largely ministerial, experience has shown that it is a man and not a body of men who get results.

Provision is made for advisory boards composed of public-spirited men willing to serve without pay when their advice is needed. The department head is not bound to accept any decision of this board, but as yet none has failed to follow its counsel.

CAREFULLY PLANNED BUDGET SYSTEM NOW IN FORCE

One of the greatest savings to the State has resulted in the method of preparing the appropriation bills, which, under the old system, were prepared by the heads of the various offices, boards or commissions, without regard to the income of the State or the needs of other departments, and referred to an appropriations committee which, having neither time nor the opportunity for adequate investigation, passed the appropriation requested.

Contrasting this with the new system, with its Finance Department acting as "the eye of the Governor," Mr. Lowden concludes his description thus:

> The director has the power to provide under the Governor's control a uniform system of bookkeeping in all branches of the Government; to prescribe forms for accounts and financial reports; to supervise and examine the accounts and expenditures of the several departments; to examine into the accuracy and legality of accounts, receipts and expenditures of the public moneys; to keep summary and controlling accounts; to examine, approve or disapprove vouchers, bills and claims of the several departments. Each department, before an appropriation becomes available for expenditure, must prepare and submit to the Department of Finance an estimate of the amount required for each activity to be carried on, and an account must be kept and reports rendered, showing the expenditures for such purposes.
>
> His most important duty, however, is the preparation of a budget. He is required to procure information as to the revenues and expenditures for the two preceding years; the appropriations made by the previous General Assembly; the expenditures therefrom; encumbrances thereon and the amounts unencumbered and unexpended; an estimate of the revenues and expenditures needed for the next two years. He is empowered by law to make any inquiries and investigations needed as to any item desired by any official charged with the expenditure of public money.
>
> He is required before the first of January preceding the convening of the General Assembly to submit to the Governor in writing his estimate of revenues and appropriations for the next succeeding biennium. This will enable the Governor to submit to the General Assembly a genuine state budget, which he is required to do not later than four weeks after the Assembly convenes.
>
> The fiscal year of our present biennium began on July 1, 1917. In the exercise by the Director of Finance of his duty to supervise expenditures, he began at once preparation of the budget to be submitted to our next General Assembly, which meets in January next year. Tabulations and detailed analysis of such expenditures during the current fiscal year are now being compiled for use in checking up and comparing the requests for future appropriations.
>
> His investigation of expenditures, as actually made, will greatly help him when estimates are submitted to him by heads of departments in determining whether those estimates are warranted or not. If not needed, he will reject them; if too large, he will reduce them. In other words, we have the machinery for presenting a real and intelligent budget.

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THE OPEN FORUM

THE FEDERAL EMPLOYEE invites letters from its readers on subjects which properly come within the scope and purpose of the magazine. Particularly desired are suggestions which place the emphasis on the constructive side of things, looking toward the improvement of the United States Civil Service and of the condition of its employees.

Communications should be written concisely and should not exceed 300 words in length, otherwise the editorial blue pencil may have to be used. Please write on one side of the paper only. Typewritten manuscript, OPEN-SPACED, will be greatly appreciated by the editors. Each correspondent should retain a copy of his contribution. Every communication must be accompanied by the writer's name and address, which will be withheld from publication on request.

THE FEDERAL EMPLOYEE assumes no responsibility for expressions of either fact or opinion by correspondents.

PRIZE ANNOUNCEMENT

Until otherwise announced, THE FEDERAL EMPLOYEE will pay the sum of five dollars for the letter published in the OPEN FORUM which shall be adjudged the best in the number of the magazine in which it appears. Contributors will please bear in mind that communications intended for publication in the OPEN FORUM of a certain month should be in the hands of the editors by the tenth of the month next preceding.

The Editors venture to remind correspondents that it is desirable that letters intended for publication in the OPEN FORUM *be written as concisely as possible in order to give the "other fellow" a chance to be heard.*

Red Tape—by the Spool

Many twists and turns through the Navy Department in quest of official information —"'tis a sad story, mates."

To the Editors:

The writer recently had occasion to secure information in regard to the wages paid in shell-loading plants. It developed in the course of the investigation that all shell loading was done under the supervision of government officials. It was comparatively easy to get this information in so far as the War Department was concerned, through the Ordnance Bureau, but when the inquiry was pursued at the Navy Department a striking example of governmental red tape was encountered.

Inquiry was first made of the Chief of the Ordnance Bureau, who stated that shell loading and wages came under their jurisdiction, but that he was unable to supply the information, and referred me to Captain A.

Captain A stated that the manufacture of the shells came under his jurisdiction, but that he had no information in regard to the wages paid to the employees, and referred me to Commander B.

Commander B said that the loading of the shells came under his jurisdiction, but he could give me no information in regard to the compensation of the employees, and referred me to Captain C.

Captain C stated that he had the information at hand but declined to give it to me, advising me to make application to the Assistant Secretary of the department for the information.

I went to the Assistant Secretary's office and interviewed his secretary, who at once advised me to take up the matter with the Appointment Clerk. I then explained to him that I had been to the Appointment Clerk, to the Chief of the Ordnance Bureau, to Captain A, to Commander B, and Captain C, and inquired if it would be necessary for me to go over the entire route again.

He seemed to appreciate the humor of the situation and requested me to be seated, saying that he himself would take up the question with the Appointment Clerk. After the lapse of about fifteen minutes he returned and informed me that after consultation with the Appointment Clerk, it was decided that the information could not be given out except on a request addressed to the Secretary of the Navy.

I then returned to my office, drafted a letter addressed to the Secretary, embodying what was desired, and after a lapse of about ten days, received a reply.

This is a striking example of governmental red tape.

"LOBBYIST."

Washington, D. C.

"Plain Living and High Thinking" Versus Low Salaries

"Plain living and high thinking" is a beautiful standard, but the high thinking is interfered with to a large extent when one has to make a very small income cover a very large outgo."

To the Editors:

I do not agree with the sentiments expressed [in our May issue, page 295] by the honorable clerk of the Sierra Forest when she deplores the fact that federal employees use up much energy in complaints. This may be true in Northfork, where the number of federal employees is necessarily very small, but it is not true in Los Angeles, where there are so many hundreds. In ten years in the Service I have never heard a salary complaint from any *other* department than the Forest Service. "There's a reason." Better salaries are paid in other departments. Clerks entering other branches here receive more money than Forest Service clerks, after ten to fifteen years of satisfactory work, can hope to receive, and field men in other branches receive almost twice the salary paid Forest Rangers. I know this to be a fact because I have inquired largely into the matter.

It seems to me that the man or woman who does not want, and plan for unceasingly, a better salary is lacking in ambition, is now receiving all he or she is worth, *or* is located in a town where living expenses have not soared to heights beyond the stars. If there were no unrest, no ambition, there would be no advancement in any line in the world today.

"Plain living and high thinking" is a beautiful standard, but the high thinking is interfered with to a large extent when one has to make a very small income cover a very large outgo. The raising, clothing and educating of a family in these days is a hazardous undertaking, and I cannot find it in my heart to criticise any ranger who may voice its difficulties, and I can readily understand where he may be led into discussing the "filthy lucre." It is what he needs to feed little Johnny and Mary and Robert and possibly Emma and Jane, to say nothing of paying for their shoes.

"Put yourself in his place," Mrs. Shinn, and see where your budget will land you in supporting a "large and interesting" family on a small salary.

ROSE W. LEECH, *Clerk,*
Member of F. E. U. No. 62.

Los Angeles, Cal.

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The Government Employee's Fate

Since the sixties the salaries of Congressmen, and even those of ministers, have advanced materially, while the stipend of the lowly federal employee remains nearly in statu quo.

To the Editors:

There appeared a few days ago in the Washington city papers an item concerning the death of Miss Julia Torrey, aunt of ex-President Taft. It stated that many years ago, between 1860 and 1870, she was engaged to be married to the Rev. Samuel S. Dutton, pastor of the Second Congregational Church of New Haven, Conn. At that time the minister of that church was paid a salary of $1,200 per annum, the same that a government clerk of the first class received. Since 1868 that church society has paid its ministers a salary of $6,000 a year, an increase of 400 per cent, but the first-class government clerk receives practically the same salary of $1,200, which rate was fixed before 1860.

A Congressman received at that time a salary of $3,000 per annum. The members of Congress at the present time draw from the United States Treasury (including their clerk hire, mileage and other "pickings") practically $10,000 per annum. The government clerks' salaries, however, remain at the rates fixed between 1850 and 1860. The last increase (from $5,000 to $7,500) in congressional salaries was made ostensibly on account of the high cost of living here in Washington. These high rates were caused by the excessive and extortionate prices so readily paid by these same Congressmen. In ordinary times a Congressman is in Washington three months in one year and perhaps six months the other year. The government clerk has to endure for the whole twelve months these same outrageous prices. If the government clerks could fix their salaries as Congressmen do, would they remain at the low rates established before 1860?

ROBERT SMITH, *Washington*
F. E. U. No. 2.

Financing Our Locals

The suggestion is made that locals should raise a certain proportion of their required income by means of entertainments, thus lightening the burdens of the members least able to pay dues.

To the Editors:

One of the problems connected with organizing and conducting local unions of federal employees is how to get and retain the poorer-paid class of government employees. At least 75 per cent of the men to whom membership appeals are of this class, but in these days of extremely high prices for everything that enters into the bare

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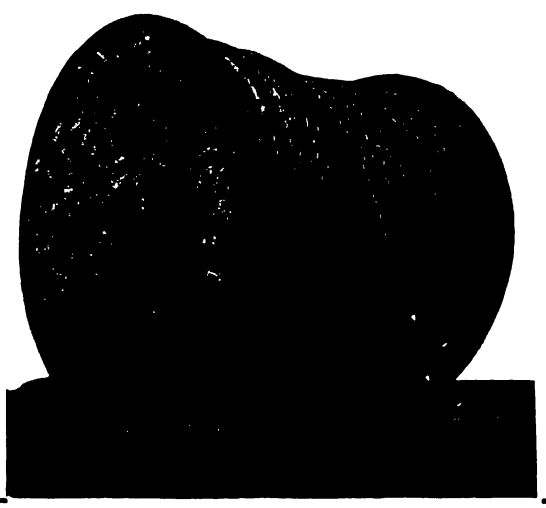

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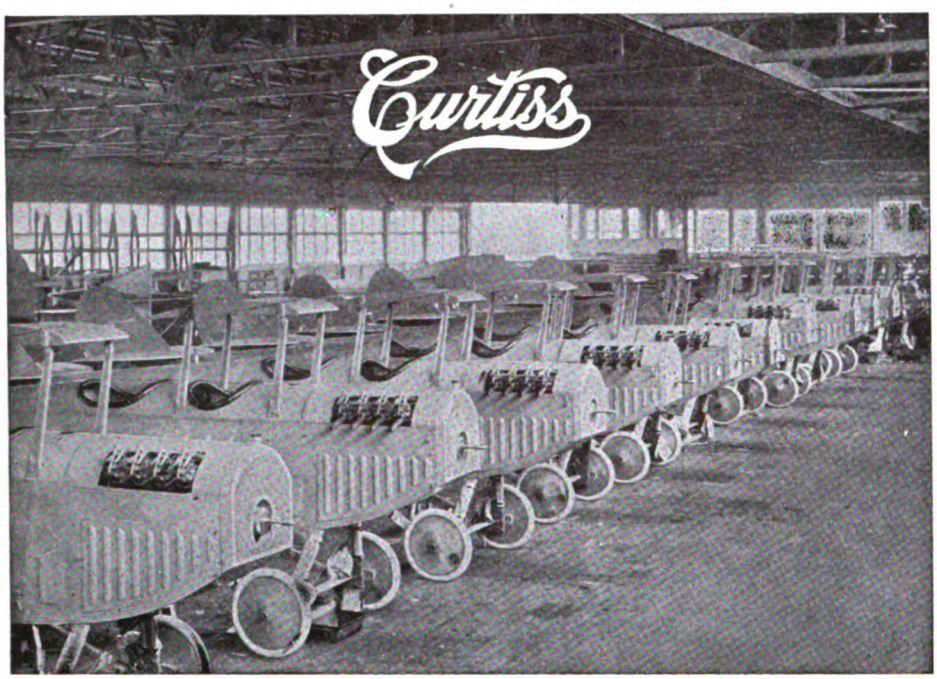

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existence of their families every nickel has to be carefully expended, and the dues of the union constitute an item of expense that has to be taken into consideration by this class of men.

It is very evident from the trend of the articles in THE FEDERAL EMPLOYEE that 35 cents per month dues is not sufficient to pay the tax of the national organization, including subscription to THE FEDERAL EMPLOYEE, and leave enough for the Local to carry on any aggressive work for the promotion of the welfare of the members; hence a movement to increase the dues to 50 cents per month.

Undoubtedly this additional revenue is needed, but the question of raising it by increasing dues is open to argument, as it will keep many of the rank and file from uniting, and many who do unite will drop out when they find the dues are a tax on their meager pay. There is no way of making the organization strong enough to be recognized by the political "powers that be" except by a large membership, and it must not be forgotten that the poorest paid man in the government service has a vote as well as the highest salaried official.

How then to raise this additional revenue without decreasing the membership is a vital question in the organizing and conducting of Locals. Criticism that is merely destructive is without value, and the writer would suggest that the needed revenue be raised by some other means than an increase of dues.

Many of the Locals are giving free socials and entertainments. Would it not be a good idea for the Locals to give one or more entertainments a year for the distinct purpose of raising money? This would divide the additional burden between those who feel that they can afford it and outsiders, who would be glad to help in the work of the Federal Employees Union and not add anything to the financial burden of those who are finding it difficult enough to make one dollar do the work of three.

JOHN STEWART,
Member of F. E. U. No. 25.
Steamboat Inspection Service,
Boston, Mass

A "Comeback" at Single Tax

Again Brother Jul Johnson's voice is heard from the far-off Canal Zone, protesting that Single Tax means confiscation and should not be given a hearing in this magazine.

To the Editors:

As I have been taken to task for making the statement that the Single Tax propaganda has no place in the columns of THE FEDERAL EMPLOYEE, I ask your indulgence while I explain my reasons for so doing. As I have

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been accused also of being unfamiliar with the writings of Henry George, let him speak for himself.

HENRY GEORGE'S POSITION AS DEFINED IN HIS WRITINGS

In *Progress and Poverty* (p. 340), under the headings "Justice of the Remedy" and "Injustice of Private Ownership in Land," in speaking of titles to land, he says:

> Whenever the people, having the power, choose to annul those titles, no objection can be made in the name of justice.

And on page 341:

> But it will be said: There are improvements which in time become indistinguishable from the land itself: Very well, then the title to the improvements becomes blended with the title to the land; the individual right is lost in the common right. It is the greater that swallows up the less, not the less that swallows up the greater.

And on page 435, under the heading "Effects of the Remedy upon the Production of Wealth," he says:

> For this simple device of placing all taxes on the value of land would be in effect putting up the land at auction to whoever would pay the highest rent to the State.

FARM AND HOME OWNERS IN THE UNITED STATES

There are in the United States nearly 7,000,000 privately owned farms, the vast majority of which serve as the means of the owners' livelihood, and at the same time, make it possible for you and me to live while we work at something else, which we elect to do for reasons of our own. In addition to these 7,000,000 farms there are twice that number of city, town, and suburban homes title to which is held in like manner as is title to farms. Thus there are nearly 20,000,000 titles all told. The average number of members in the families of those home-owners is four, making a total of 80,000,000 people who are members of home-owning families. Who then are the people having the right to annul at will those titles?

HOW THE SINGLE TAX PLAN WOULD WORK IN PRACTICE

The second sentence quoted specifically includes improvements as subject to the same consideration as the land itself, and the third shows how the scheme would work in practice. The land on which improvements stand will be put up at auction to whosoever would pay the highest rent to the State. That is to say: In order to retain possession of his improvements, an owner would be compelled to bid against all others for the rental of the land on which the improvements stand. That everyone may understand plainly

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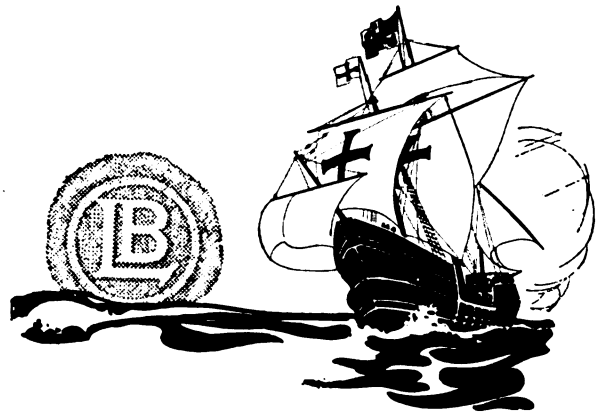

Pioneers on uncharted seas—

Far back in the old days, when you were a little codger at school, how you thrilled at the story of Columbus!

How he sailed straight into the horizon, when every one said the world was flat! How his men feared they would come eventually to the edge and drop off! How one fine day came the gladsome shout of—*"Land! Land!"*

Fundamentally—the story of Columbus is the story of every successful business. Always there was some pioneer—some man with a vision—some discoverer:—some one who charted the course for generations to follow.

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how this would work out in practice, let us consider a vacant lot and a house on another lot in a suburb of Washington, D. C. The owners paid $1,000 each for the lots. The money was the product of their labor; they had saved it. One of them built a house for $3,000. This money he borrowed, paying off the debt in monthly instalments, also the product of his labor. The rental value of this house, whether he occupies it himself or rents it to a tenant, is $20 per month. It is immaterial whether this rental value is due to the value of the land or of the improvements he has placed on the land. In my humble opinion, the rental value of the house is due entirely to the improvements. My opinion is based on the fact that there is a vacant lot alongside of this house, and it has no rental value. The only difference between the two lots is that one has a house on it and the other has not. Any advocate of Single Tax may differ from this view if he cares to. It does not alter the facts in the least.

Now comes the Single Tax system duly installed, and the land (lot) on which the house stands is put up at auction to whosoever will pay the highest rent to the State. The vacant lot is also put up, but no bids are received because it has no rental value. The owner bids that, but any one of the "whosoevers" may come along and raise the bid to $25. The owner must meet that, and if anyone goes to $26 the owner must keep going up.

In other words: The application of the Single Tax on land values, as advocated by Henry George, means the absolute and unrestricted confiscation of all improvements standing on land, and putting up the land to the highest bidder.

The question now arises: Could not the owners of the improvements be protected in any way?

On page 342 we read:

> Thus if we concede to priority of possession the undisturbed use of land, confiscating rent for the benefit of the community, we reconcile the fixity of tenure which is necessary for improvement with a full and complete recognition of the equal rights of all to the use of land.

There is the guarantee to the owner of the improvements. He is conceded priority of possession, but all others have an equal right to bid for that possession. He must compete with the whole world for the use of his own property.

SINGLE TAX "A CONFISCATORY FORM OF BOLSHEVISM"

This is the most radical form of socialism ever advocated by any of the various agitators who have sought, from time to time, to overthrow modern civilization. It is a confiscatory

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form of Bolshevism. It is directly opposite to what is contemplated in the Constitution and is a direct violation of the Fourteenth Amendment to the Constitution, which provides that no person shall be deprived of his property without due process of law. To take any person's property away from him and turn it over to whosoever would pay the highest rental for it is not due process of law; it is merely robbery. Every person in the federal service must take an oath of office wherein he promises to uphold the Constitution of the United States. That is my reason for saying that an argument in favor of Single Tax has no place in the columns of THE FEDERAL EMPLOYEE. A certain publication in the United States, discussing the action of the Government in the matter of deporting a number of I. W. W.'s, sounded this warning: "Today it is the I. W. W. Tomorrow it may be the socialists and the next day the American Federation of Labor." This seems to me a rather far-fetched and uncalled-for anxiety. But I say this, that any person or organization that will advocate the overthrow of our constitutional safeguards of life and property should be sent to a place where that sort of propaganda is in practical operation—Russia, for instance—in order to save him the trouble of bringing about the same conditions over here. The disregard of property rights and the substitution of might for right does not stop with the confiscation of property. As soon as property rights are disregarded human life is disregarded also.

POSITION OF NON-PARTISAN LEAGUE OF NORTH DAKOTA

If I am given the opportunity, I am in position to defend all the other statements I made in my former article on this subject. Where I am accused of misrepresenting Henry George the burden of proof is on the accuser. The "straw man" I set up is built out of Henry George's own material. I am afraid, though, that THE FEDERAL EMPLOYEE is subject to the charge of libel for accusing the Nonpartisan League of North Dakota of being in favor of Single Tax. That statement is indeed so laughable that it surprises me that it ever got into print. Every member of the Nonpartisan League is a land-owner and would be in a fine fix to advocate the confiscation of his own property. The Nonpartisan League has already saved hundreds of millions of dollars formerly wasted in the handling of foodstuffs, from producer to consumer, by eliminating unnecessary middlemen. No wonder that it should be slandered and libeled by the adherents of the political machine it broke up; but

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there is no reason why we should lambast it when its aim and object is to bring to us ultimately for 35 cents what we now pay a dollar for. The workings of the Nonpartisan League, its failures and its accomplishments, are something worth while studying by all of us; but this article is too long already. Hence I will defer further discussion of the Nonpartisan League until some other time.

The resolutions adopted at the convention in Chicago and cited as authority for the publication of the Single Tax article do not grant license to anyone to advocate the overthrow of the fundamentals of our Constitution.

JUL JOHNSON, *Member of Federal Employees Union No. 6.*

Balboa Heights, Canal Zone.

Why Customs Guards Should Be Better Paid

Night work, dangers to which they are exposed in discharge of their duties, and the responsibility imposed on them—these should be better recompensed, argues Brother Berndt, who speaks from experience.

To the Editors:

Few realize what a Customs Guard must endure in the performance of his duty, and why so few seek the office. Many vacancies have occurred in the last few years, due in the first place to night work. Any reasonable person will say night work was never intended for man, as it means a complete change of habits of life and is a detriment to health.

As everyone knows, the lowest elements of society settled in our large cities, such as Philadelphia, and today they are lying in wait for their victim—and the victim may be a Customs Guard. One Customs Guard was seriously injured, yet the Department will offer him neither money nor help. There are many hold-ups going on and this is one of the chances taken in accepting this position. The ground traveled by Customs Guards lies along the river front, and many frequenting that section were jailbirds in their own country and not to be trusted, yet the Customs Guards must handle them. Is there any wonder they are asking for more money? Are they not justified? Would this be robbing the Treasury? No, it would be only justice to a worthy class of men who doing their full duty, who have been alert at all times, faithful to the duties entrusted to them and true to the oath they have taken.

Philadelphia is a center for export; hundreds of ships and cargoes representing hundreds of millions of dollars are loaded and shipped to the other side, yet during the war period through the watchful care of the Customs Guards not one mishap occurred, not one cent was lost by either shipper

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or Government. For this alone are they not worthy of consideration by those in authority? They have been commended for their good work on several occasions; they appreciated the kind words, and today they are looking for the reward which rightly belongs to them, and their only hope is that the commission appointed by both Hous s of Congress, while investigating the matter of reclassification, will go deeply into the case of the Customs Guards and report a flat four dollars per night, or $1,460 per year.

PAUL H. BERNDT, *Member of Philadelphia F. E. U. (No. 23).*
Collingswood, N. J.

Physical Requirements Waived for Discharged Service Men

The Civil Service Commission recently authorized the following:

The civil service regulations specify certain physical defects which will debar from all examinations and other defects which will debar from certain examinations. These regulations are based upon the requirements of the service as established by the several departmental heads.

The Civil Service Commission had no authority to waive the physical requirements in favor of any person. Upon the recommendation of the Civil Service Commission, the President issued on April 16, 1919, this order:

"Provided that the Commission may, in its discretion, exempt from the physical requirements established for any position a disabled and honorably discharged soldier, sailor or marine upon the certification of the Federal Board for Vocational Education that he has been specially trained for and has passed a practical test demonstrating his physical ability to perform the duties of the class of positions in which employment is sought."

In substituting its recommendation to the President, the Civil Service Commission said: "Where it is apparent to this Commission that his (the disabled soldier's, sailor's or marine's) physical condition is such that he would not ordinarily be accepted, the case will be referred to the Federal Board for Vocational Education. That board will then decide whether it is practical to educate him for the position sought. If considered practicable, the rehabilitation and education will be given, and when completed, certification of that fact will be made to this Commission. Where the Board does not consider it desirable to attempt the education for the position sought other positions will be considered and suggested to him, but he will not be admitted to the one for which his physical condition constitutes an irremediable bar."

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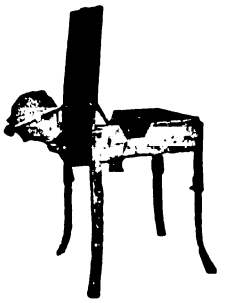

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Notable Career Ended Death of David Lubin

THE WORLD lost recently one of its most valuable citizens in the passing of David Lubin, father of the rural credits system and the public crop report. It may be added that he was the organizer of the California Fruit Growers' Association.

While this Polish Jew, then but a lad, peddled overalls through the farming districts of California, he learned much at first hand of the handicaps suffered by those who till the soil, and of the hardships inflicted by the middlemen through whose hands their product must pass on its way to the consumer. Believing that the producer should enjoy all credit advantages possessed by the speculator, he set about trying to improve the situation, succeeding finally in establishing a just system of rural credits and also a modification of parcel post rulings which added materially to the farmer's profits at the expense of the commission merchant.

And that he was keenly alive not only to present wrongs but to future dangers is evidenced by his ringing words at the National Farm School in Doylestown two years ago when our nation was being eulogized by others:

> It can and should be the greatest nation, and we may and will be the greatest people if we determine to preserve an agricultural democracy. But with nearly 40 per cent of our farm lands in the hands of renters, we are drifting dangerously toward conditions which will weaken us at the very source of our being. To counteract this drift, we must insure a national marketing system and a national rural credit system.

As a fruit and grain raiser, he early learned to his sorrow the power of the stock manipulator to build a fortune on false reports concerning crops in remote and unknown regions. From this experience was born the idea of an international exchange of reports concerning crop conditions.

The simplicity of this remedy, as well as the need of its application, led him to believe that it needed only to be explained to insure its adoption, even though it was merely for the public good with no special interest behind it. But to America, England and France he appealed in vain, and it was not until the King of Italy listened to his plan that the machinery was set in motion which resulted in the establishment in 1905 of that general clearing house, the International Institute of Agriculture, of which fifty-three nations are now members, and the annual crop reports, which render the schemes of the prevaricating stock profiteer less easy of accomplishment.

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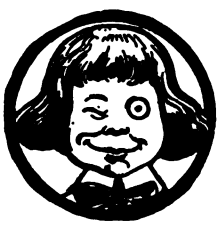

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Retirement Bill as Revised by Joint Conference

APPENDED IS the Retirement bill, the preparation of which was completed by the Joint Conference on Retirement, representing the various organizations of federal employees interested in the measure, a few days after the opening of this session of Congress. A comparison between this bill and the McKellar-Keating bill will be found on another page.

A BILL

For the retirement of employees in the classified civil service, and for other purposes.

Be it enacted, etc., That beginning at the expiration of ninety days next following the passage of this Act, all employees in the classified civil service of the United States who have on that date, or shall have on any date thereafter, reached the age of sixty-five years and rendered at least fifteen years of service computed as prescribed in section three of this Act, shall be eligible for retirement on an annuity as provided in section two hereof: *Provided,* That mechanics, city and rural letter carriers, and postoffice clerks shall be eligible for retirement at sixty-two years of age, and railway postal clerks at sixty years of age.

The provisions of this Act shall include employees of the Library of Congress and the Botanic Gardens, excepting such persons as are appointed by the President and confirmed by the Senate, and may be extended by Executive order, upon recommendation of the Civil Service Commission, to include any employee or group of employees in the civil service of the United States not classified at the time of the passage of this Act. The President shall have power, in his discretion, to exclude from the operation of this Act any employee or group of employees in the classified civil service whose tenure of office is intermittent or of uncertain duration.

All regular annual employees of the municipal government of the District of Columbia, appointed directly by the Commissioners, including those receiving per diem compensation paid out of general appropriations but whose services are continuous, and including public school employees, excepting school officers and teachers, shall be included in the provisions of this Act, but members of the police and fire departments shall be excluded therefrom.

Postmasters, and such employees of the Lighthouse Service as come within the provisions of section six of the Act of June 20, 1918, entitled, "An Act to authorize aids to navigation and for other works in the Lighthouse Service, and for other purposes," shall not be included in the provisions of this Act.

SEC. 2. That for the purpose of determining the amount of annuity which retired employees shall receive, the following classifications and rates shall be established:

Class A shall include all employees to whom this Act applies who shall have served the United States for a total period of thirty years or more. The annuity to a retired employee in this class shall equal sixty per centum of such employee's average annual basic salary, pay, or compensation from the United

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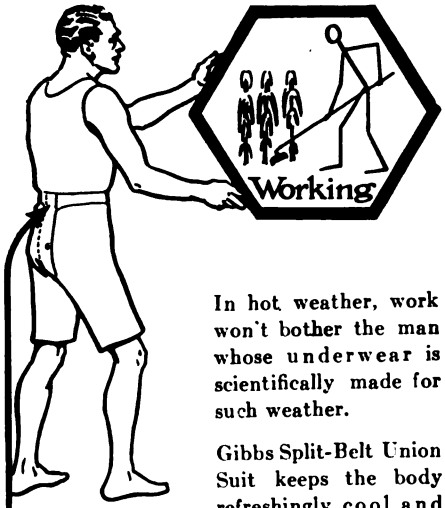

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States for the ten years next preceding the date on which he or she shall retire: *Provided,* That in no case shall an annuity in this class exceed $720 per annum, or be less than $360 per annum.

Class B shall include all employees to whom this Act applies who shall have served the United States for a total period of twenty-seven years or more, but less than thirty years. The annuity to a retired employee in this class shall equal fifty-four per centum of such employee's average annual basic salary, pay, or compensation from the United States for the ten years next preceding the date on which he or she shall retire: *Provided,* That in no case shall an annuity in this class exceed $648 per annum, or be less than $324 per annum.

Class C shall include all employees to whom this Act applies who shall have served the United States for a total period of twenty-four years or more, but less than twenty-seven years. The annuity to a retired employee in this class shall equal forty-eight per centum of such employee's average annual basic salary, pay or compensation from the United States for the ten years next preceding the date on which he or she shall retire: *Provided,* That in no case shall an annuity in this class exceed $576 per annum, or be less than $288 per annum.

Class D shall include all employees to whom this Act applies who shall have served the United States for a total period of twenty-one years or more, but less than twenty-four years. The annuity to a retired employee in this class shall equal forty-two per centum of such employee's average annual basic salary, pay, or compensation from the United States for the ten years next preceding the date on which he or she shall retire: *Provided,* That in no case shall an annuity in this class exceed $504 per annum, or be less than $252 per annum.

Class E shall include all employees to whom this Act applies who shall have served the United States for a total period of eighteen years or more, but less than twenty-one years. The annuity to a retired employee in this class shall equal thirty-six per centum of such employee's average annual basic salary, pay, or compensation from the United States for the ten years next preceding the date on which he or she shall retire: *Provided,* That in no case shall an annuity in this class exceed $432 per annum, or be less than $216 per annum.

Class F shall include all employees to whom this Act applies who shall have served the United States for a total period of fifteen years or more, but less than eighteen years. The annuity to a retired employee in this class shall equal thirty per centum of such employee's average annual basic salary, pay, or compensation from the United States for the ten years next preceding the date on which he or she shall retire: *Provided,* That in no case shall an annuity in this class exceed $360 per annum, or be less than $180 per annum.

The term "basic salary, pay, or compensation" wherever used in this Act shall be so construed as to exclude from the operation of the Act, all bonuses, allowances, overtime pay, or salary, pay, or compensation given in addition to the base pay of the positions as fixed by law or regulation.

SEC. 3. That for the purposes of this Act and subject to the provisions of section ten hereof, the period of service shall be computed from the date of original employment, whether as a classified

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or unclassified employee in the civil service of the United States, and shall include periods of service at different times and services in one or more departments, branches, or independent offices of the Government, and shall also include service performed under authority of the United States beyond seas, or honorable service in the Army, Navy, Marine Corps, or Coast Guard of the United States: *Provided*, That in the case of an employee who is eligible for and elects to receive a pension under any law, or compensation under the war-risk insurance Act, the period of his or her military or naval service shall not be included for the purpose of assignment to classes defined in section tow hereof, but nothing contained in this Act shall be so construed as to affect in any manner his or her right to a pension, or to compensation under the war-risk insurance Act, in addition to the annuity herein provided.

It is further provided that in computing length of service for the purposes of this Act, all periods of separation from the service shall be excluded; and that in the case of substitutes in the postal service only periods of active employment shall be included.

SEC. 4. That for the purpose of administration, except as otherwise provided herein, the Commissioner of Pensions, under the direction of the Secretary of the Interior, be, and is hereby authorized and directed to perform, or cause to be performed, any and all acts and to make such rules and regulations as may be necessary and proper for the purpose of carrying the provisions of this Act into full force and effect. An appeal to the Secretary of the Interior shall lie from the final action or order of the Commission of Pensions affecting the rights or interests of any person under this Act.

SEC. 5. That any employee to whom this Act applies who shall have served for a total period of not less than fifteen years, and who, before reaching the retirement age as fixed in section one hereof, becomes totally disabled for useful and efficient service by reason of disease or injury not due to vicious habits, intemperance, or willful misconduct on the part of the employee, shall, upon his or her own application or upon the request or order of the head of the department, branch, or independent office concerned, be retired on an annuity under the provisions of section two hereof: *Provided, however*, That no employee shall be retired under the provisions of this section until examined by a medical officer of the United States, or a duly qualified physician or surgeon or board of physicians or surgeons designated by the Commissioner of Pensions for that purpose, and found to be disabled in the degree and in the manner specified herein.

Every annuitant retired under the provisions of this section, unless the disability for which retired is permanent in character, shall, at the expiration of one year from the date of such retirement and annually thereafter until reaching the retirement age as defined in section one hereof, be examined under direction of the Commissioner of Pensions, by a medical officer of the United States, or a duly qualified physician or surgeon or board of physicians or surgeons designated by the Commissioner of Pensions for that purpose, in order to ascertain the nature and degree of the annuitant's disability, if any: if the annuitant recovers and is restored

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to his or her former earning capacity before reaching the retirement age, payment of the annuity shall be discontinued from the date of the medical examination showing such recovery; if the annuitant fails to appear for examination as required under this section, payment of the annuity shall be suspended until continuance of the disability has been satisfactorily established. The Commissioner of Pensions is hereby authorized to order or direct, at any time, such medical or other examination as he shall deem necessary to determine the facts relative to the nature and degree of disability of any employee retired on an annuity under this section.

Fees for examinations made under the provisions of this section by physicians or surgeons who are not medical officers of the United States shall be fixed by the Commissioner of Pensions, and such fees, together with the employee's reasonable traveling and other expenses incurred in order to submit to such examinations, shall be paid out of the appropriations for the cost of administering this Act.

In all cases where the annuity is discontinued under the provisions of this section before the annuitant has received a sum equal to the total amount of his or her contributions with accrued interest, the difference shall be paid to the retired employee, or to his or her estate, upon application therefor in such form and manner as the Commissioner of Pensions may direct.

No person shall be entitled to receive an annuity under the provisions of this Act, and compensation under the provisions of the Act of September 7, 1916, entitled, "An Act to provide compensation for employees of the United States suffering injuries while in the performance of their duties, and for other purposes," covering the same period of time; but this provision shall not be so construed as to bar the right of any claimant to the greater benefit conferred by either Act for any part of the same period of time.

SEC. 6. That all employees to whom this Act applies shall, upon the expiration of ninety days next succeeding its passage, if of retirement age, or thereafter on arriving at retirement age as defined in section one hereof, be automatically separated from the service, and all salary, pay, or compensation shall cease from that date, and it shall be the duty of the head of each department, branch, or independent office of the Government, to notify such employees under his direction of the date of such separation from the service at least sixty days in advance thereof: *Provided,* That if within sixty days after the passage of this Act or not less than thirty days before the arrival of an employee at the age of retirement, the head of the department, branch, or independent office of the Government in which he or she is employed certifies to the Civil Service Commission that by reason of his or her efficiency and willingness to remain in the civil service of the United States the continuance of such employee therein would be advantageous to the public service, such employee may be retained for a term not exceeding two years upon certification by the Civil Service Commission, and at the end of the two years he or she may, by similar certification, be continued for an additional term not exceeding two years, and so on: *Provided, however,* That at the end of ten years after this Act becomes effective no employee shall be con-

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tinued in the civil service of the United States beyond the age of retirement defined in section one hereof for more than four years.

SEC. 7. That every employee who is or hereafter becomes eligible for retirement because of age as provided in this Act, shall, within sixty days after its passage or thirty days before reaching the retirement age, or at any time thereafter, file with the Commissioner of Pensions, in such form as he may prescribe, an application for an annuity, supported by a certificate from the head of the department, branch, or independent office of the Government in which the applicant has been employed, stating the age and period or periods of service of the applicant and salary, pay, or compensation received, as shown by the official records: *Provided, however,* That in the case of an employee who is to be continued in the civil service of the United States beyond the retirement age as provided in section six hereof, he or she may make application for retirement at any time within such period of continuance in the service, but nothing contained in this Act shall be construed to prevent the compulsory retirement of such employee when in the judgment of the head of the department, branch, or independent office in which he or she is employed such retirement would promote the best interests of the service.

Upon receipt of satisfactory evidence the Commissioner of Pensions shall forthwith adjudicate the claim of the applicant, and if title to annuity be established, a proper certificate shall be issued to the annuitant under the seal of the Department of the Interior.

Annuities granted under this Act for retirement on account of age shall commence from the date of termination of pay for active service on or after the date this Act shall take effect, and shall continue during the life of the annuitant. Annuities granted for disability under the provisions of section five hereof shall be subject to the limitations specified in said section.

SEC. 8. That beginning on the first day of the third month next following the passage of this Act and monthly thereafter there shall be deducted and withheld from the basic salary, pay, or compensation of each employee to whom this Act applies a sum equal to two and one-half per centum of such employee's basic salary, pay, or compensation. The Secretary of the Treasury shall cause the said deductions to be withheld from all specific appropriations for the particular salaries or compensation from which the deductions are made and from all allotments out of lump-sum appropriations for payments of such salaries or compensation for each fiscal year, and said sums shall be transferred on the books of the Treasury Department to the credit of a special fund to be known as "the civil service retirement and disability fund," and said fund is hereby appropriated for the payment of annuities, refunds, and allowances as provided in this Act.

The Secretary of the Treasury is hereby directed to invest from time to time, in interest-bearing securities of the United States, such portions of the "civil service retirement and disability fund" hereby created as in his judgment may not be immediately required for the payment of annuities, refunds, and allowances as herein provided, and the income derived from such investments shall constitute a part of said fund for the purpose of carrying out the provisions of section eleven of this Act.

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SEC. 9. That every employee coming within the provisions of this Act shall be deemed to consent and agree to the deductions from salary, pay, or compensation as provided in section eight hereof, and payment less such deductions shall be a full and complete discharge and acquittance of all claims and demands whatsoever for all regular services rendered by such employee during the period covered by such payment, except the right to the benefits to which he or she shall be entitled under the provisions of this Act, notwithstanding the provisions of sections one hundred and sixty-seven, one hundred and sixty-eight, and one hundred and sixty-nine of the Revised Statutes of the United States, and of any other law, rule, or regulation affecting the salary, pay, or compensation of any person or persons employed in the civil service to whom this Act applies.

SEC. 10. That upon the transfer of any employee from an unclassified to a classified status, or upon the reinstatement of a former employee, credit for past service rendered subsequent to the date this Act shall take effect, or for any part thereof, shall be granted only upon deposit with the Treasurer of the United States, of the amount of such deductions with interest as provided in this Act, as would have been made for the periods of actual service, or part thereof, for which credit is to be given, but such interest shall not be computed for periods of separation from the service: *Provided*, That failure to make such deposit shall not deprive the employee of credit for any past service rendered prior to the date this Act shall become operative, and to which he or she would otherwise be entitled.

SEC. 11. That in the case of an employee in the classified civil service of the United States who shall be transferred to an unclassified position, and in the case of any employee to whom this Act applies who shall become absolutely separated from the service before reaching the retirement age, the total amount of deductions of salary, pay, or compensation with accrued interest computed at the rate of four per centum per annum compounded on June thirtieth of each fiscal year, shall upon application be returned to such employee; and in case an annuitant shall die without having received in annuities an amount equal to the total amount of the deductions from his or her salary, pay, or compensation, together with interest thereon at four per centum per annum compounded as herein provided up to the time of his or her death, the excess of the said accumulated deductions over the said annuity payments shall be paid in one sum to his or her legal representatives upon the establishment of a valid claim therefor; and in case an employee shall die without having reached the retirement age, or without having established a valid claim for annuity, the total amount of deductions with accrued interest as herein provided, shall be paid to the

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legal representatives of such employee.

SEC. 12. That annuities granted under the terms of this Act shall be due and payable monthly on the first business day of the month following the month or other period for which the annuity shall have accrued, and payment of all annuities, refunds, and allowances granted hereunder shall be made by checks drawn and issued by the disbursing clerk for the payment of pensions in such form and manner and with such safeguards as shall be prescribed by the Secretary of the Interior in accordance with the laws, rules, and regulations governing accounting that may be found applicable to such payments.

SEC. 13. That it shall be the duty of the head of each executive department and the head of each independent establishment of the Government not within the jurisdiction of any executive department to report to the Civil Service Commission in such manner as said commission may prescribe, the name and grade of each employee to whom this Act applies in or under said department or establishment who shall be at any time in a nonpay status, showing the dates such employee was in a nonpay status, and the amount of salary, pay, or compensation lost by the employee by reason of such absence. The Civil Service Commission shall keep a record of appointments, transfers, changes in grade, separations from the service, reinstatements, loss of pay, and such other information concerning individual service as may be deemed essential to a proper determination of rights under this Act, and shall furnish the Commissioner of Pensions such reports therefrom as he shall from time to time request as necessary to the proper adjustment of any claim hereunder, and shall prepare and keep all needful tables and records required for carrying out the provisions of this Act, including data showing the mortality experience of the employees in the service and the percentage of withdrawal from such service, and any other information that may serve as a guide for future valuations and adjustments of the plan for the retirement of employees under this Act.

The Commissioner of Pensions shall make a detailed comparative report annually showing all receipts and disbursements on account of refunds, allowances, and annuities, together with the total number of persons receiving annuities and the amounts paid them.

SEC. 14. That none of the moneys mentioned in this Act shall be assignable, either in law or equity, or be subject to execution, levy, or attachment, garnishment, or other legal process.

SEC. 15. That for the fiscal year ending June 30, 1920, there is hereby authorized to be appropriated, from any moneys in the Treasury not otherwise appropriated, the sum of $100,000 for salaries and for clerical and other services, the purchase of books, office equipment, stationery and other supplies, and all other expenses necessary in carrying out the provisions of this Act, including traveling expenses and expenses of medical and other examinations as provided in section five hereof.

The Secretary of the Interior shall submit annually to the Secretary of the Treasury estimates of the appropriations necessary to continue this Act in full force and effect.

SEC. 16. That all laws and parts of laws inconsistent with this Act are hereby repealed.

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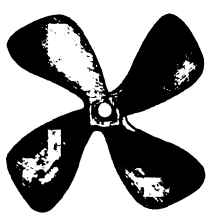
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It is the *In Hoc Signo Vinces* of the crusade to rescue the child from the workshop, factory and mill; the woman from the sweatshop and tenement house, and the millions of labor from the clutches of greed, degradation, and poverty.

Once More—The Kaiser

The teacher was giving a geography lesson, and the class, having traveled from London to Labrador and from Thessaly to Timbuctoo, was thoroughly worn out.

"And now," said the teacher, "we come to Germany, that important country governed by a kaiser. Tommy Jones, what is a kaiser?"

"Please'm," yawned Tommy, "a kaiser is a stream of hot water springin' up an' disturbin' the earth."
—*The American Boy.*

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Recent Decisions of the Comptroller

THE decisions of the Comptroller of the Treasury, abstracts of which are given below, have been selected as having special bearing on the interests of the civilian employees of the Government:

Retroactive Amplification of Travel Order

Where an employee who was ordered to travel on official business was unable to complete the work assigned him within the time allotted in his orders and remained over a longer time, payment of per diem in lieu of subsistence for the extra days is authorized upon the explanation of the exigency and subsequent approval by the administrative office.—*Assistant Comptroller Foree to the disbursing officer, War Trade Board, April* 4, 1919.

Transportation of Government Employees

The provision of the act of March 1, 1919, for the furnishing to government employees of transportation to their homes, which prohibits the application of that act to those employees "who enter such service after January 7, 1919," refers to an original entry into the government service, and is not limited to an entrance upon employment in a particular branch thereof.—*Comptroller Warwick to the Secretary of the Treasury, April* 4, 1919.

Per Diem in Lieu of Subsistence of Marshals and Deputies

The provision of the act of July 1, 1918, that marshals and office deputy marshals may be granted a per diem in lieu of subsistence "instead of, but under the conditions prescribed for, the present allowance for actual expenses of subsistence," means that the per diem allowance is substituted for the existing method of reimbursement for expenses of subsistence, and that said per diem is allowable under the same circumstances as actual expenses are allowed, *i. e.*, when the marshal or his deputy is in the status prescribed in sections 10 and 12 of the act of May 28, 1896.

To attempt to divide a per diem in lieu of subsistence upon the basis of the incurrence of expense for meals and lodging would defeat the prime object of the law authorizing it, which is to do away with inquiry into the actual expense of subsistence by commuting its value.

The provisions of sections 10 and 12 of the act of May 28, 1896, authorizing the allowance of "actual expenses in transporting prisoners, including necessary guard hire," are not repealed or in any way modified by the act of July 1, 1918, authorizing the granting of per diems in lieu of subsistence to marshals and office deputy marshals.—*Decision by Comptroller Warwick, April* 4, 1919.

Naval Reserve Force—Longevity Pay for National Guard Service

The National Guard not being one of the organizations enumerated in the act of July 1, 1918, for the service in which a member of the Naval Reserve Force in active service is entitled to credit, and not being comprehended in the term "Naval Militia," which is included, an officer of the Naval Reserve Force who has had legal active service in the National Guard to his credit is not entitled to longevity pay therefor.—*Decision by Comptroller Warwick, April* 5, 1919.

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Increase of Compensation of Civilian Employees

Where there has been no change of status, either as to ability and qualifications or salary received, of an employee certified as eligible to receive the increase of compensation authorized in section 6 of the act of July 3, 1918, there is no necessity for requiring a new certificate in order to entitle said employee to receive the increased compensation at the rate of $240 per annum authorized in section 7 of the act of March 1, 1919.—*Comptroller Warwick to the Secretary of Agriculture, April* 5, 1919.

Longevity Pay—Clerk to Governor of Naval Home

The position of clerk to the governor of the Naval Home is comprehended in the class of clerks to commandants of naval stations who, under the provisions of the act of July 15, 1870, are officers of the Navy, and accordingly, under the act of March 3, 1883, credit for service therein is authorized in computing the longevity increase of pay of an officer of the Navy.—*Decision by Comptroller Warwick, April* 5, 1919.

Deduction for Unearned Leave from Transportation Furnished to Government Employees

As leave of absence of civilian employees is not cumulative and does not extend beyond the calendar year in which it may be granted, the amount of salary paid for a leave of absence in 1919 to an employee who resigned from the service in 1918 should be deducted in making reimbursement for transportation from the District of Columbia to his home, as provided in section 4 of the act of March 1, 1919.—*Comptroller Warwick to Maj. C. E. Gray, Quartermaster Corps, United States Army, April* 10, 1919.

Contracts—Wage Increases by Government Board

The action of the National War Labor Board in advising an increase in the wages of employees of a contractor engaged in the performance of government work on a fixed-price contract, which increase would have been inevitable in any case and which therefore did not operate to damage the contractor, does not justify payment to the contractor of the difference between the former scale of wages and that fixed by the board.

Increases in wages occurring after a contract at a fixed price is made do not furnish a basis for a claim for damages, nor does a decrease in wages require a deduction in price.

A claim for damages, irrespective of its merits, should not be paid by a disbursing officer, but should be referred to the proper auditor of the Treasury for settlement.—*Comptroller Warwick to the Secretary of the Navy, April* 10, 1918.

Appointment of Retired Army Officers to Reserve of Public Health Service

In time of war retired officers of the Army Medical Corps, being subject to call to active duty, are ineligible to appointment as officers of the reserve of the Public Health Service.—*Comptroller Warwick to the Secretary of the Treasury, April* 10, 1919.

Informers of Customs Fraud

Under the act of June 22, 1874, providing for the payment of a reward to a person not an officer of the United States who furnishes information concerning frauds upon the customs revenue, an army officer is an officer of the United States

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and therefore not entitled to compensation.—*Decision by Comptroller Warwick, April* 14, 1919.

Marine Corps—Longevity Pay for National Guard Service

Since there is no provision of law for the assimilation of the pay of temporary officers of the Marine Corps to the pay provided for the corresponding temporary force of the Army, which under the act of July 9, 1918, is entitled to longevity credit for the time served in the National Guard, an officer of the Marine Corps holding a temporary commission is not entitled to such credit in computing his longevity pay. —*Comptroller Warwick to the Secretary of the Navy, April* 15, 1919.

War Service Payment

The separation from the service of officers and enlisted men by resignation or discharge should in all cases be considered as "under honorable conditions" within the meaning of section 1406 of the act of February 24, 1919, authorizing under such conditions a payment of $60, except when the resignation is accepted for the good of the service or when the certificate or order of discharge recites facts precluding the presumption of honorable conditions.—*Comptroller Warwick to the Secretary of War, April* 15, 1919.

Leaves of Absence—Arsenal Employees

An employee of an arsenal who, having acquired a right to prorated leave in such employment, resigns and is immediately reemployed in another branch of the government service in which leave is granted in accordance with the law governing his former employment, commences a new period of service for leave purposes and any leave not availed of in the former service year is lost to the employee.—*Comptroller Warwick to the Secretary of the Navy, April* 16, 1919.

Sales Tax Under Act of February 24, 1919

Under the act of July 1, 1918, which authorizes purchases by the Reclamation Service to be made in open market without formal contract where the amount is not in excess of $50, payment of the sales tax imposed by section 900 of the act of February 24, 1919, is authorized where the amount of the purchase is within the limitation prescribed.—*Comptroller Warwick to the Secretary of the Interior, April* 16, 1919.

Naval Reserve Force—Officers Not Disenrolled at Place of Enrollment

Since mileage is payable only where travel is performed in obedience to orders an officer of the Naval Reserve Force who was erroneously disenrolled at a place other than that of enrollment may not receive mileage to the place of enrollment in lieu of expenses of travel thereto, the said officer being out of the service when travel was performed.—*Comptroller Warwick to the Secretary of the Navy, April* 17, 1919.

War Service Payment

Under section 1406 of the act of February 24, 1919, authorizing payment of $60 to persons who have served in the military or naval forces during the war and who have resigned or been discharged under honorable conditions, the resignation or discharge contemplated is one which effects a separation from the service and not a resignation accepted or discharge given in the regular course of procedure solely for the purpose of enabling the person to reenter the service in another branch or subdivision thereof.—*Comptroller Warwick to Maj. R. R. Wright, United States Marine Corps, April* 17, 1919.

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Travel Pay Under Act of February 28, 1919

Enlisted men of the Army, Navy or Marine Corps who have been honorably discharged since November 11, 1918, should be paid by disbursing officers as provided in the act of February 28, 1919, travel pay at the rate of 5 cents per mile from the place of discharge to the place of original muster into the service, and if the place claimed as actual bona fide home or residence be at a greater distance the enlisted man may present his claim, for the difference between that amount and the amount paid, to the proper auditor, by whom the evidence as to his home or residence may be considered and the amount found due may be certified for payment.

Enlisted men who were discharged between November 11, 1918, and February 28, 1919, and later, and who were paid travel pay at the rate of 3½ cents per mile, as provided in the act of June 3, 1916, may now be paid the difference of 1½ cents per mile from the place of discharge to the place of acceptance for enlistment, enrollment, or original muster into the service. Those claiming payment to the place of actual bona fide home or residence should file claim therefor with the proper auditor.

Whether or not an enlisted man intends to make the travel to the place declared to be his "actual bona fide home or residence" to which he is paid travel pay on discharge, as provided in the act of February 28, 1919, is immaterial so far as payment is concerned.

The statement or affidavit of an enlisted man as to his actual bona fide home or residence would not be sufficient evidence in all cases upon which to decide the question of the amount of travel pay to which he is entitled under the act of February 28, 1919. No general rule may be laid down for the determination of the place to which travel pay should be allowed, but each case should be decided upon its merits.

The fact that the United States Railroad Administration granted a rate of 2 cents per mile to enlisted men returning to their homes upon discharge does not affect the right of such men to receive travel pay at the rate prescribed in the act of February 28, 1919.

An enlisted man who is not dishonorably discharged or discharged without honor, but is discharged under honorable conditions, although the word "honorably" is omitted from the discharge paper, may be considered to be honorably discharged within the meaning of the act of February 28, 1919, providing for travel pay.

The provision in the act of July 9, 1918, authorizing the Secretary of War to grant travel pay at the rate "now prescribed by law" to all enlisted men for whom travel allowances are authorized as an incident to their entry upon and relief from active duty in the Army, is not modified or extended by the act of February 28, 1919, increasing the travel pay to 5 cents per mile for enlisted men who have been honorably discharged since November 11, 1918. —*Comptroller Warwick to the Secretary of War, April* 17, 1919.

Accountability for Transportation Requests

Each officer and employee of the Government having custody of government requests for transportation should be held accountable for them and chargeable with the amount which is required to be paid by the United States by reason of improper use of such requests resulting from his fault or negligence.—*Comptroller Warwick to C. E. Molster, disbursing clerk, Department of Commerce,* April 22, 1919.

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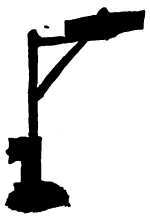
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Transportation of Government Employees

The act of March 1, 1919, providing for the transportation of government employees from the District of Columbia does not require that application for transportation shall be made in writing if it is established by competent proof that a verbal application has been made within the time required by the act.—*Comptroller Warwick to the Secretary of the Treasury, April* 24, 1919.

Transportation of Government Employees

Civilian employees who are otherwise entitled to transportation under the act of March 1, 1919, will not be deprived of the benefits of that act merely because they departed from the District of Columbia on March 1, 1919, the date the act was approved.—*Comptroller Warwick to L. G. Asbury, disbursing officer, War Trade Board, April* 24, 1919.

Leave of Absence of Contractor's Employees

Employees of a contractor, working on the construction of a government explosive plant, where the terms of the contract under which the work is being performed make the contractor an agent of the Government for the purpose of engaging services and employing labor, are employees of an arsenal of the United States within the meaning of the law granting annual leave of absence with pay. —*Comptroller Warwick to Maj. W. M. Wood, Quartermaster Corps, United States Army, April* 24, 1919.

Transportation of Household Goods, Department of Agriculture

An employee of the Department of Agriculture in the field service who after service in the Army is reinstated in his former employment at a new station is entitled to have his household effects transported at governmental expense from his old to his new station, the limitation in departmental regulations that such transportation is authorized only when traveling expenses are allowed not operating to prevent the allowance.—*Comptroller Warwick to the Secretary of Agriculture, April* 24, 1919.

Traveling Expenses—Selective Draft Boards

Traveling expenses necessarily incurred by members of local selective draft boards, if subsequently confirmed by an order of the governor of the State in which the board is located, will be regarded as properly authorized under section 200 of Selective Service Regulations (first edition), and payment therefor allowed.—*Comptroller Warwick to Capt. George McL. Presson, United States Army, April* 30, 1919.

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Sworn to and subscribed before me this 21st day of April, 1919.

Victor H. Sehorn.
(*My commission expires October 9, 1921.*)

Luck

"Now, Johnny," said the teacher, "can you name a cape in Alaska?"

"No'm," said Johnny.

"That's right! Cape Nome. Good for you! Next!"

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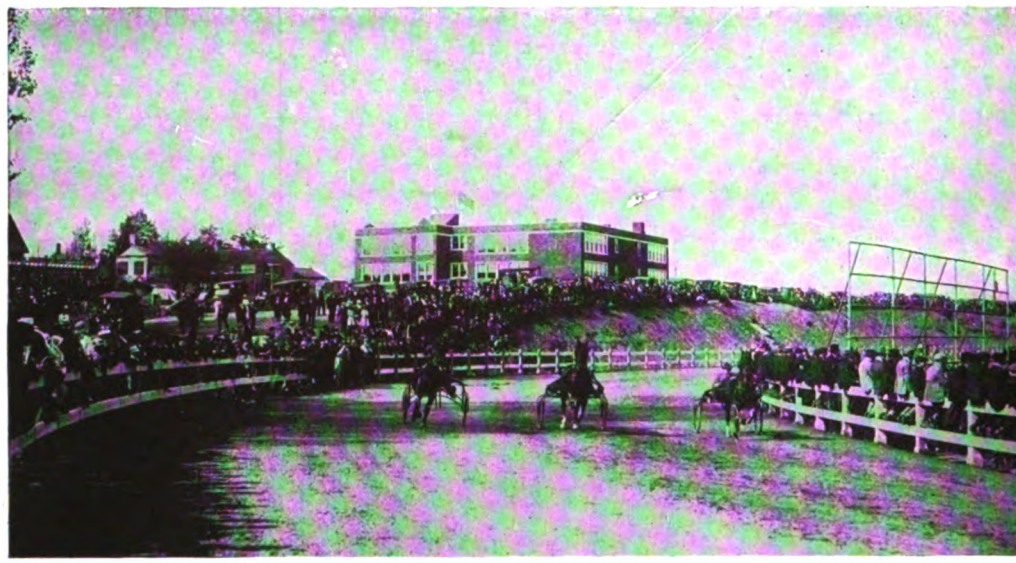

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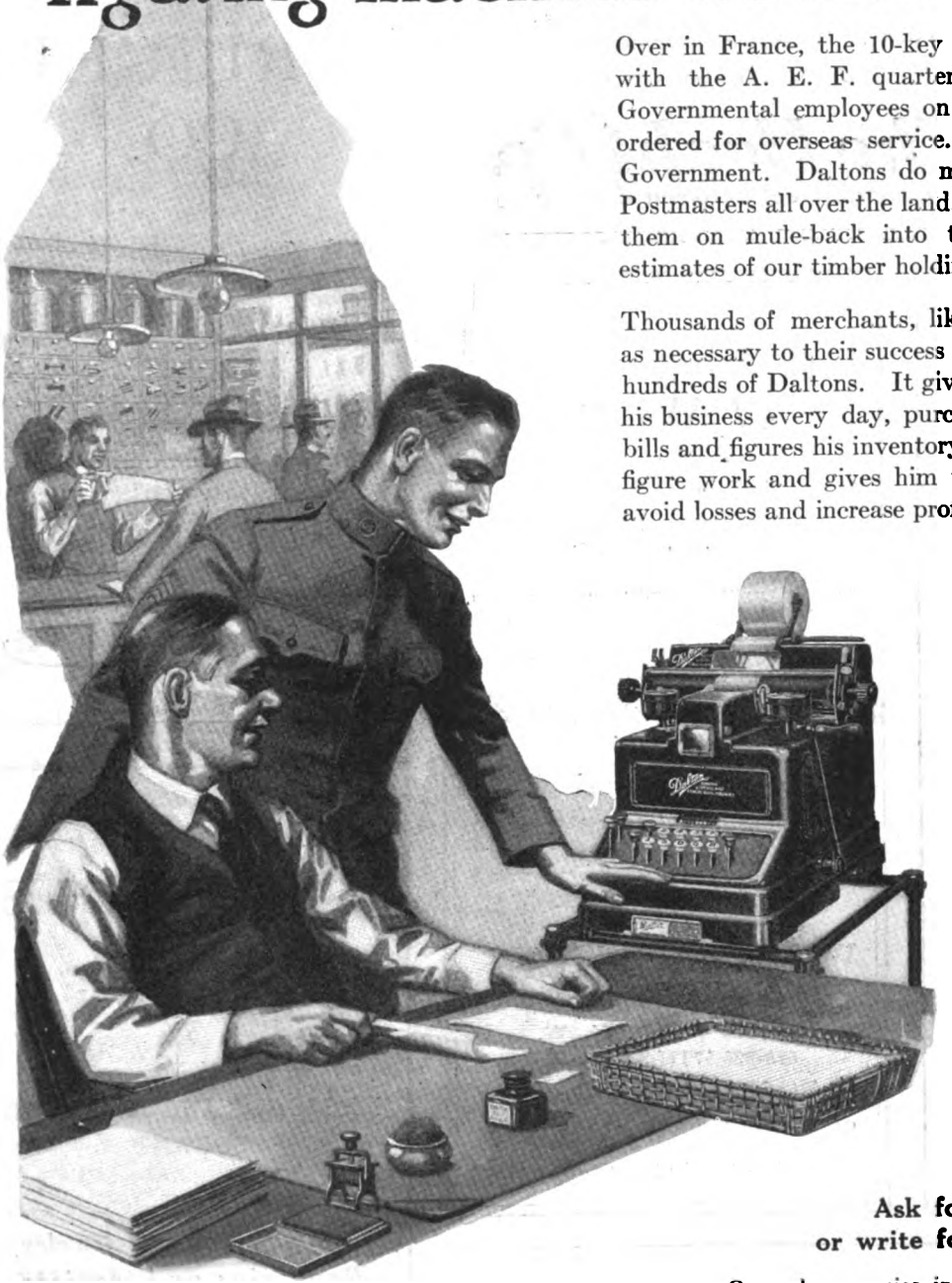

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THE
FEDERAL EMPLOYEE

Vol. IV JULY, 1919 No. 7

Jottings for Our Membership

The state of affairs in Congress, where the machinery is working under high pressure; an advance in the field of collective bargaining in the Navy Yards and Stations; a gratifying increase in the growth of our organization; a number of important matters dealt with by the Executive Council of the N. F. F. E.

AT THE PRESENT moment (June 19) the appropriation bills under consideration are being rushed toward completion as rapidly as possible in order that they may be enacted into law by the first of July. While of course no one can predict with certainty in all cases what will come out of the turmoil, yet speaking in a general way it is clear that Congress intends to adhere to the policy of keeping down expenditures with a vengeance, at least so far as the pending measures for the maintenance of the Government are concerned.

FEW SALARY INCREASES IN SUNDRY CIVIL BILL

That Congress is disposed to leave salary adjustments in the government service to such broad general pieces of legislation as the Nolan Minimum Wage bill and the recommendations of the Joint Commission on Reclassification of Salaries is indicated by the House Committee report on the Sundry Civil Bill, which is now (June 20) under consideration by the House. This conclusion is borne out by the fact that the committee has recommended an additional fund of $25,000 for the Reclassification Commission itself, although it has not yet extended the commission's jurisdiction outside of the District of Columbia.

With the exception of $200,000 for St. Elizabeth's Hospital for the Insane, out of which, it is said, it will be possible to increase the pay of some ward assistants, and a $140,000 increase for the Bureau of Engraving and Printing, the Appropriations Committee has not recognized any of the recommendations submitted by the department heads for salary increases. The bill, as now before the House, leaves Customs employees, the Custodian force in the Federal buildings, Immigration employees, penitentiary guards and attendants and the Fisheries Service, for example, on the old footing of salaries ranging as low as $480 per year, at a time when the Government's own official estimates show that a family can not live in decency and minimum comfort on less than $1,500 a year.

Furthermore, as showing the disposition of Congress to deal with the salary question through general measures, the Appropriations Committee has allowed increases for certain material needs of the departments. It has added to the bill as submitted at the last session of the Sixty-fifth Congress $181,500 for public buildings at Eldorado, Kans.; Huntington, W. Va.; Nashville, Tenn.; Sacramento, Cal.; Steubenville, Ohio, and Washington, D. C. The Bureau of Fisheries, to which nothing was granted for salary increases, has been allotted $15,000 for buildings and improvement at Fairport, Iowa, and Wytheville, Va.

As to the $25,000 proposed by the committee for the work of the Reclassification Commission, Acting President Kinsell, of our National Federation, declares that this is inadequate, even though the commission is authorized thus far to cover the District of Columbia only. The organized employees in the field services, who are far more numerous, are asking that the jurisdiction of the commission be extended immediately to cover the rest of the country, and the Federation is urging Congress to grant the extension of authority.

"Some of the lowest salaries in the government service are paid to the Custodian force, the Customs, Immigration, Lighthouse, and other services at field stations or along the border and the coast," says Mr. Kinsell.

Moreover, in the Immigration Service, for example, and to considerable extent in the Customs Service also, the men work at least twelve hours a day and seven days a week. Such overwork and at their starvation pay is nothing less than a national disgrace, which should be removed at once by giving the Reclassification Commission the requisite authority to deal with it.

The critical need from the Government's own standpoint is proved, moreover, by such facts as these: 600 of the Customs employees have resigned during the year; according to Vice-president Charles F. Nagl, of our National Federation, reporting to the Labor Committee of the House the other day, there were 460 resignations from the Custodian force of the Federal Building in Chicago in less than a year, and there have been 175 more since January 1. In St. Elizabeth's Hospital there are now 300 vacancies in the staff of attendants.

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WAGE BOARDS PROVIDED FOR NAVY YARD WORKERS

Wage boards to recommend adjustments of pay of the thousands of classified civil service employees of the U. S. navy yards and stations throughout the country are to be set up immediately by Assistant Secretary Franklin D. Roosevelt, as the result of negotiations just concluded between the Navy Department head and our National Federation. The order was issued June 11 by Secretary Roosevelt following a conference with Acting President S. Tyson Kinsell of the National Federation, and Secretary Ernest A. Grant of the Norfolk Local, representing the clerical forces of the navy yards and stations on the Atlantic Coast.

The erection of this machinery is of far-reaching significance to government employees, representing as it does the definite application of the principle of collective bargaining in the department's dealings with its clerical forces. The employees believe it is largely because of the lack of such machinery hitherto that there is an average difference of $1.52 per day in the pay of the clerical workers in the navy yards as compared with the mechanical forces, whose wage scales have been adjusted by boards of this character. More than 15,000 employees in the navy yards and stations will be affected by the operations of the newly established boards for the clerical service, and our National Federation hopes to secure the extension of the principle to the other government departments.

Secretary Roosevelt's order, which is addressed to all Commandants of Naval Districts, Commandants and Industrial Managers of Navy Yards and Naval Stations, Inspectors of Ordnance in charge, Inspectors of Machinery, U. S. N., etc., reads as follows:

1. It is hereby directed that a Board be appointed composed of three members, two of whom shall be representatives of the yard and one of whom shall represent the employees concerned for the purpose of collecting reliable data as regards wages paid persons in private establishments in the vicinity of the yards or stations performing clerical work of a character similar to that performed by the clerical employees in the yard or station under your command.

2. This term "clerical employees" shall be interpreted as embracing clerks, minor clerks, stenographers and typewriters, typewriters, bookkeepers, telegraph operators, telephone switchboard operators, storemen, store laborers, stockmen, stockmen special, and checkers, as such other miscellaneous designations under which the character of the work performed is naturally considered as of a clerical nature; and, exclusive of chief clerks and supervisory clerks.

3. This data, when received, shall be compiled and presented in an orderly and convenient arrangement for the information of the Department.

REVIVAL OF ASSOCIATION OF FEDERAL EMPLOYEES, B. A. I., OPPOSED

The following resolution recently adopted by Federal Employees Union No. 86, East St. Louis, Ill., is self-explanatory:

Whereas, It has come to our notice that there is a movement on foot to revise the long since defunct Association of Federal Employees of the Bureau of Animal Industry for the purpose of holding a convention to adopt a schedule of salaries for Lay Inspectors, said schedule to be laid before the Convention of the American Veterinary Association, to be held in August, for their approval, and

Whereas, The Bureau of Animal Industry employees at this station, as well as all other stations, have at this time a strong organization which includes all branches of the service, and numbers among its members ninety per cent of the Lay Inspectors; and which is affiliated with, and has the backing of, the American Federation of Labor, and

Whereas, The old Association of Federal Employees, during its several years of existence, accomplished absolutely nothing for its members; while the Federal Employees Union, during the short period of its activities has secured for all B. A. I. employees a substantial increase in salary, and has been recognized by the Congressional Salary Reclassification Commission, authorized by the last session of Congress to study the question of reclassification and salaries, by the appointment almost exclusively of Federal Employees Union members to represent the different Departments before the Commission, and

Whereas, We recognize that it would be an act of folly to drop the substance of actual achievement to grasp the shadow of promises offered by the old Association, therefore be it

RESOLVED, That the members of Federal Employees' Union No. 86, East St. Louis, Illinois, consider an attempt to revive the old Association, for the purpose outlined, as an attempt to disrupt our organization; and we declare ourselves unalterably opposed to any such action; and, furthermore, we declare our purpose of standing firmly behind our National Officers in working to have enacted into law the schedule of salaries adopted at our Convention last August.

GEORGE BAUER.
W. J. RUMMING,
P. MORAN,
Committee.

STILL THEY COME—SIX MORE LOCALS CHARTERED

Within the last few weeks an even dozen local unions have been chartered by our National Federation, in almost as many sections of the country. The East is represented in part by Chelsea and Watertown (Nos. 130 and 132, respectively), both in Massachusetts. The membership of the former is recruited from among workers in the Charlestown Navy Yard, while the latter has on its rolls a goodly number of the employees in the arsenal, under the Ordnance Bureau of the War Department. The other new union in the East is that at Huntington, W. Va., which was formed by National Organizer Peabody. This is composed for the greater part of employees in the U. S. Engineer's Office, War Department.

The South also must be reckoned with. Tuscaloosa, Ala., comes to the front with Local No. 131, which has been formed by employees of the U. S. Engineer's Office stationed in and around this place.

Oklahoma and New Mexico speak for the West this time. Brother C. M. Smith, president of the Muskogee (Okla.) Local, has organized a new union among the employees of the Indian Service, Department of the Interior, at Pawnee, in the same State, almost one hundred per cent strong. Other workers, also in the Indian service, at Crownpoint, N. Mex., have recently established Local No. 129.

In addition to the foregoing, news from various parts of the field indicates that in a number of places conditions are auspicious for the appearance on the stage shortly of federal employees unions which bid fair to add considerably to the strength and influence of our national organization.

Executive Council N. F. F. E. Holds Important Meeting

The Executive Council of our National Federation held a meeting at headquarters in Washington, June 6 and 7, at which considerable business of importance was transacted. All the members of the Council were present: President Luther C. Steward and Vice-presidents Junker, Leonard, Etheridge, Griffith, Nagl, Kinsell, and Wiegand; and Secretary-treasurer Newmyer.

Appended is a summary of the more important matters passed on by the Council which it is thought would be of interest to our membership in general:

1. Vice-president Nagl brought up the question of semi-monthly payday for field employees of the Bureau of Animal Industy, directing attention to the fact that these employees are paid monthly, while the field employees of most other branches of the service are paid semi-monthly. It

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was agreed by the Council that Mr. Nagl should arrange for the drafting of a bill providing for semi-monthly pay-days for all civilian employees in the federal service, which bill will be introduced in Congress later and be backed by our organization.

2. The question of the place where the third annual convention of our National Federation is to be held was taken up for consideration. President Steward explained that he had tried to obtain a full and free expression on this matter from all of the local unions since the meeting of the Council in March of this year. The Council considered the matter very carefully from every standpoint and after weighing the advantages and disadvantages to the organization, and with the idea of benefiting the organization as much as possible, it was decided to select San Francisco, California.

3. The question of a local union holding its meetings at a place other than in the town where it is chartered was given consideration. A motion was adopted to the effect that the Executive Council recommend that wherever possible the federal employees to whom a charter has been granted shall have a meeting place within the city limits of the municipality to which the charter was granted.

4. Our delegates to the A. F. of L. Convention at Atlantic City were instructed to present resolutions on the following subjects:

(*a*) The question of night work for women. (*b*) The extension of the civil service law so as to guarantee to all employees of a rank lower than cabinet officers permanent tenure during efficient service. (*c*) Retirement legislation. (*d*) Extension of salary reclassification to cover all employees in the federal service. (*e*) Extended leave without pay to employees elected to office in organizations of government employees. (*f*) Hours of service and compensation of employees in the Customs and Immigration services. (*g*) Restriction of immigration. (*h*) The establishment of a personnel commission. (*i*) Minimum wage legislation. (*j*) The discontinuance of the employment of reservists in positions ordinarily held by civilian employees. Our delegates were instructed also to confer with the delegates from the three postal organizations and discuss plans and exchange ideas with the view to establishing closer relations between the four organizations of government employees.

REFERENDUM VOTE ON M'KELLAR-KEATING RETIREMENT BILL

The Council took up also the question of the appeal made by Federal Employees Union No. 40, Albuquerque, New Mexico, to the other Unions of our organization for the purpose of obtaining a referendum vote on the revised McKellar-Keating Retirement bill.

The reason for this action on the part of the members of Local No. 40 are set forth in a etter to the Secretary-Treasurer from the Union under date of June 2, 1919, signed by H. H. Chapman, President; Ward Shepard, Secretary; and Joseph A. Barrett, Treasurer. An excerpt from said letter is given below, which is self-explanatory:

> In accordance with the views expressed in our letter of May 13, we desire to repeat that, in the opinion of the Union, retirement legislation has not been sufficiently discussed, nor are we aware of any thoroughgoing attempts to secure the opinions of Government employees on this subject.
>
> We are absolutely in favor of a retirement law. We will back the revised McKellar-Keating bill provided the objectionable feature of a flat $720 maximum pension is eliminated and a graduated pension rate be fixed in *proportion to salary* just as payments are fixed.
>
> We are appealing to the locals to request a referendum in accordance with Article XI of the National Constitution. In view of this action and its probable success, do you not believe it advisable to secure a suspension of consideration of the retirement bill until this question is settled? On a matter of such vital importance a referendum seems absolutely essential.

After thorough consideration of all phases of the question, the Council decided that it is highly inadvisable for the N. F. F. E., or for any of our local unions, to do anything at this time which would have a tendency to block favorable action on the retirement measure adopted by the Joint Conference on Retirement. Under instructions from the Council the following telegram was sent to all local Unions by President Steward:

> Executive Council now in session here urge no action be taken your local on request from Albuquerque local for referendum on retirement legislation pending full explanation status this matter which National office will mail you within three days.

President Chapman of the Albuquerque Union was advised of this action.

The attention of members was drawn by the Council to the following:

> (1) The McKellar-Keating Retirement bill was drafted by the Joint Conference on Retirement, which committee is composed of representatives of some 25 organizations of government employees interested in retirement legislation.
>
> (2) That this bill is the result of many compromises on the part of the representatives of the several organizations interested.
>
> (3) That, while in the opinion of some employees, the McKellar-Keating bill may not be an ideal retirement law, nevertheless it is the measure which the representatives of the several organizations have agreed to support, and that any active opposition on the part of members of the National Federation of Federal Employees will be decidedly embarrassing to the officers of your national association.
>
> (4) That this bill was endorsed by the thirty-eighth convention of the American Federation of Labor at St. Paul, Minn., in June, 1918, a resolution on the subject having been introduced in the convention by the delegates of the National Association of Letter Carriers, the Railway Mail Association, the National Federation of Postal Employees, and the National Federation of Federal Employees.
>
> (5) That this bill was endorsed by the delegates to the Second Annual Convention of the National Federation of Federal Employees, which was held in Chicago, Illinois, in September, 1918.

If members desire some other form of retirement legislation, their delegates to the San Francisco Convention of the N. F. F. E. should be instructed accordingly.

For the information of members it may be stated that the McKellar-Keating bill has been revised by the Joint Conference on Retirement, referred to above, and that the revised measure (published in the June Federal Employee, with a statement making comparisons between this measure and the McKellar-Keating bill) was introduced in the House of Representatives on May 26, 1919, by Representative Lehlbach of New Jersey.

Under Article XI of the Constitution of the N. F. F. E. local unions have a right to call for a referendum on retirement legislation if they are so inclined. The Council declared that there was no desire or intention to influence the result of the referendum vote proposed by the Albuquerque Local, the only object being to place before the locals all the facts, in order that their membership might be fully informed of the history of the development of the Lehlbach Retirement bill.

Father Stanton, a Church of England priest, was once, according to Canon Adderley, in the days before ecclesiastics became social workers, haled before the Bishop of London for taking some boys to a music hall or theater.

"I could not help asking myself," said the Bishop, "would the Master have done this?"

Stanton replied: "My lord, I was walking in Piccadilly the other day, and I saw a grand equipage, with a coachman in a wig and footmen behind, and there was a Bishop inside. I could not help thinking to myself, 'Would the Master have done this?'" —*Outlook.*

Visitor (in court room)—What dastardly crime was committed by the prisoner who was just convicted?

"He stole a ride on a railroad." "And the man who got free?" "He stole the railroad."—*Life.*

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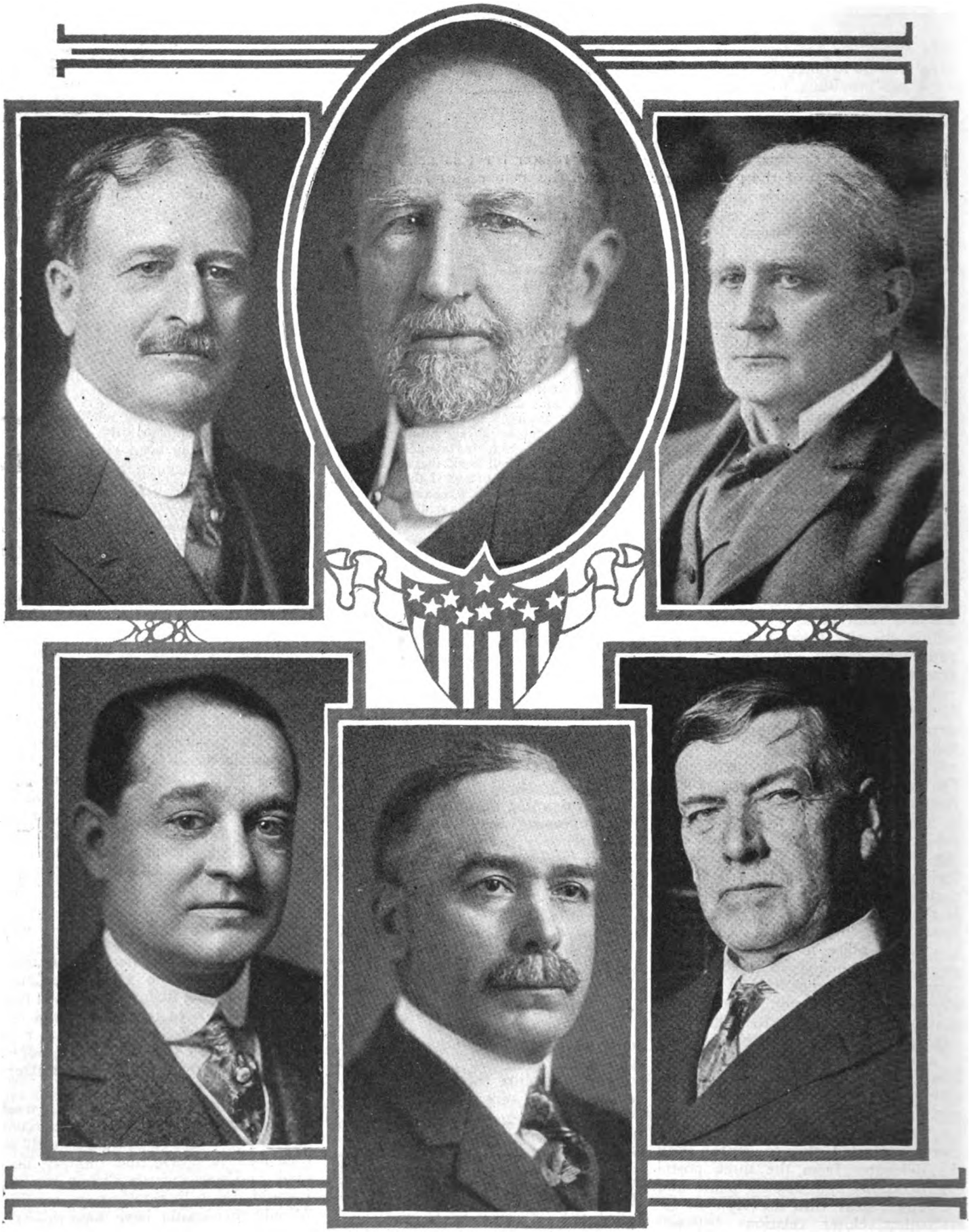

LEADING MEMBERS OF THE HOUSE, SIXTY-SIXTH CONGRESS

HON. FRANK W. MONDELL
Majority Floor Leader

HON. FREDERICK R. LEHLBACH
Chairman of Committee on Reform in the Civil Service, in charge of the Lehlbach-Sterling Retirement bill

SPEAKER, FREDERICK H. GILLETT

HON. JAMES W. GOOD
Chairman of Committee on Appropriations

HON. CHAMP CLARK
Minority Floor Leader

HON. J. M. C. SMITH
Chairman of Committee on Labor, in charge of the Nolan-Kenyon Minimum Wage bill

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As Seen by Chairman Lehlbach

The adoption of a retirement system by our Government must not be longer delayed. Progressive employers, public and private, already have taken the lead in the movement. The Government will be the gainer through the resulting increased efficiency of the service. Why the partially contributory plan is the best.

By HON. FREDERICK R. LEHLBACH

Chairman of Committee on Reform in the Civil Service, House of Representatives

THE time at length is at hand when Congress may no longer defer consideration of legislation for the retirement on annuities of its superannuated civil employees. Practically all the governments of the civilized countries of the world have in operation such a system. After twenty years of discussion, popular recognition of the need of this legislation is so nearly universal in this country that the question may no longer be ignored. The benefits to be derived from the system by all parties interested, including the general public, as well as the employees, and the government departments themselves, are so apparent that there no longer exists an intelligent opposition to the proposed legislation. In the past one of the stumbling blocks to consideration of a retirement system was the inability of the various elements directly affected by such a policy to agree upon the basis upon which a retirement fund should rest. Happily, differences of opinion have to a great extent now been adjusted, and substantially all elements support the plan outlined in the proposed measure known as H. R. 3149 [the Lehlbach-Sterling bill, the text of which appears in our June issue.—EDITORS.]

POLICY OF RETIREMENT NOW IN GENERAL OPERATION

Little need be said in advocacy of the general policy of retirement in old age, after years of efficient and faithful service. The leaders in the industrial life of the country have accepted and put into practice the policy. Many of the largest business corporations now have such a policy in full operation, and the time is rapidly coming when retirement will be accepted as a matter of course incident to the conduct of business by every large employer of labor. In some of our more progressive States, and in a considerable number of the larger municipalities, the policy is already in operation. Every department head of the Federal Government who, in recent years, has expressed himself at all on the subject voices his approval of the policy.

COST OF RETIREMENT SYSTEM OFFSET BY GAIN

The cost to the government of any plan that may be adopted is apparent rather than real. The well-known fact that heads of departments and chiefs of divisions and bureaus properly refuse to discharge employees who after long terms of service, by reason of advanced years have become inefficient, practically results in the maintenance within the departments of a clumsy, unregulated, and arbitrary pension system, which when offset against a scientific and properly regulated system of retirement, will leave little or possibly no net increase in cost to the Treasury for maintenance of the latter. The gain to the Government and to the public, which its several departments serve, in efficiency, improvement in a personnel attracted by assurance of economic safety in old age, and bettered morale, is obvious.

A DISCUSSION OF THE THREE PLANS PROPOSED

There are three plans for the maintenance of a retirement fund:

First, The cost thereof to be borne entirely by the Government.

Second, The cost to be borne entirely by the employees.

Third, Both the Government and the employees to contribute to the fund.

At first blush the first plan may appear to the prospective beneficiaries of the annuities to be the most desirable. A closer analysis of the results likely to flow from the acceptance of this plan discloses grave objections to it. Wherever retirement wholly supported by the Government has existed the tendency has been irresistible to meet demands for increase in wages by the suggestion that the prospective annuity is in effect a deferred payment of wages. Such a pension plan was adopted in 1859 by the British Government with the eventual result that those classes of employees coming within the scope of its provisions received from 18 per cent to 25 per cent less wages than government employees not embraced in the pension plan, who were doing similar character of work. This finally led to a revision of the pension system at the insistence of the employees themselves. Furthermore, under a government-supported pension system, with its resultant lessened wage, only those who remain long enough in the service to receive pensions, benefit. These number about one in seven of all persons in the service, while the other six lose the contributions to the fund which they have indirectly made by the curtailment of their earnings.

The second plan has found some supporters among those who deal with practical subjects simply as theories. They argue that inasmuch as the employees are the sole beneficiaries they should be the sole contributors. These people overlook the fact that the Government is also a beneficiary, not only in an increased efficiency in service, which has real value in dollars and cents, but also in the actual saving of money by the abolition of the unofficial pension system now in vogue, as outlined above. But the insuperable objection to this plan is the fact that under existing scale of pay, and existing living conditions, it is a financial impossibilty for the employees alone to finance a retirement fund. Consequently, insistence upon a wholly contributory plan is in effect opposition to any retirement system at all.

The third plan, under which the employees and the Government both contribute to the retirement fund, is the plan upon which the friends of retirement legislation have eventually agreed and which is now embodied in the provisions of House bill 3149. The 2½ per cent which the employees contribute from their basic pay is not a burden too great to be borne. It gives them a vested interest in the fund and a right to be heard upon matters of its administration. It insures to those who do not eventually enjoy annuities a return of their contributions with compound interest, thus providing an automatic method of accumulating moderate savings, together

(*Continued on page* 416)

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The Budget System

What the Budget System is and what is proposed under it discussed by the Majority Floor Leader of the House of Representatives. The Budget System as it exists in other countries and its adaptation to our own Government and the serious shortcomings in our present procedure are treated in the light of an intimate knowledge and close grasp of the situation gained through years of face-to-face experience with the big problems ever pressing harder for a comprehensive solution.

By HON. FRANK W. MONDELL

ACCORDING TO the dictionaries the word "budget" is derived from the French word *bougette,* which means "a little bag." Among financial writers it is a term in common usage relating to the financial administration of governments, local and national, corporations and other bodies which have to deal with the question of raising and expending money. The term was first used by the British, and according to tradition the pouch in which the Chancellor of the Exchequer carried his financial papers to Parliament was called "the budget."

THE BUDGET SYSTEM ABROAD; MUST VARY WITH CONDITIONS

The budget system is quite commonly in vogue in all those countries which have the parliamentary form of government. As the foreigner understands the budget, it is the financial program prepared and presented to the legislature by the executive branch of the government under the jurisdiction of the Minister of Finance. In these countries the members of the executive government are also members of the legislature, so that legislative approval of the budget means the approval of the work of the leaders of its own body. In such cases there would be little or no committee examination of the proposed expenditures before the estimates were laid before the legislature for final action.

It must be borne in mind, however, that there is no uniform and ideal budget system that can be put into effect in all countries. There are indeed certain general principles of financial administration which are recognized as being desirable, but the application of these to national institutions have given a great variety of budget plans. No two countries have exactly the same system.

BUDGET PLANS FOR OUR OWN GOVERNMENT OUTLINED

The term as applied to the Government of the United States means the application of these principles to our system of financial administration in a way that will give us a procedure having many of the elements of the budget system as understood abroad, but at the same time would preserve our traditional conception of the relationship of governmental powers. In other words, not having a parliamentary system of government and having a Congress which under the Constitution is given the sole power and responsibility over the public treasury, it would not be possible for us to have a budget prepared entirely by the executive and presented to Congress for action without change. It is true that under the Constitution the President may from time to time recommend to Congress measures for their consideration, and under this clause he could present a budget, but Congress, on the other hand, would under the Constitution be obliged to examine the budget and make it their own.

There have been many suggestions and several plans for a national budget system for our Government, and there is now quite a widespread interest for some reform along these lines. These suggestions and plans deal with three distinct phases of our financial procedure:

First, the preparation of the estimates of expenditure by the departments.

Second, the legislative procedure in making appropriations by Congress.

Third, the audit and control over the expenditure of the money by the various disbursing officers in the departments.

DEFECTS IN PRESENT SYSTEM OF HANDLING ESTIMATES

It is quite generally agreed that the present method of preparing and presenting the annual estimates is unbusinesslike and unscientific and is conducive to extravagance and waste. Briefly the existing procedure is as follows:

The various bureaus, boards, or offices of the Government some time in the late summer or early fall make up their own estimates as to what they desire to spend for the coming fiscal year. The head of each bureau is, of course, enthusiastic over the work of his organization and desires to see it expand and grow. This desire is translated into his estimates. The estimates for each bureau, or other subdivision, are next sent to the head of the department for sanction. Now the head of the department has no organization or machinery for the close scrutiny and revision of the estimates of his subordinates; therefore he gives formal approval to the estimates. It would be impossible for him to give them a personal examination, and it would be impossible for him in any case to pass valid judgment on estimates based on technical information. Furthermore, the head of the department has no particular responsibility for the estimates, since the whole thing will be threshed out before a committee of Congress having jurisdiction over that department. This fact also has an influence on the bureau chief who prepares the estimates in the first place. It is the common practice to attempt to anticipate revisions by the committee by padding the estimates, that is to say, by estimating somewhat above the actual needs of the bureau.

Some time in October all the estimates for the Government are required to be transmitted to the Secretary of the Treasury, who is authorized to collate them and print them in what is known as the Book of Estimates. The significant feature of this procedure is that the Secretary of the Treasury has no power whatever to revise or to suggest revisions in the estimates. His work is purely formal. He is required by law to transmit the estimates to Congress, and when they reach Congress they represent not a scientific, businesslike financial statement of the rock-bottom needs of the Government for the coming fiscal year, but they represent in terms of finance the aspirations and the ambitions of the various bureaus and offices of the Government, each proceeding without reckoning with the needs of the other and the whole conglomeration being compiled without any relation to the prospective revenue of the Government.

Advocates of budget reform agree without exception that something

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should be done toward the creation of some centralized agency in the executive government which would have the power in the name of the President to control the preparation of these estimates at their source; to coordinate them with each other and with the revenues; to revise them when necessary either by the enforcement of reductions or by complete elimination. There are several bills now before Congress containing this provision under the name of a Budget Bureau.

BRITISH SYSTEM IN COMPARISON WITH OUR OWN

It may be interesting to compare the British procedure in the preparation of the annual estimates with our own. The British Treasury is one of the oldest financial institutions in the world, and they have been proceeding under a budget system for several hundred years. It is given complete control in behalf of the taxpayers over the preparation of the annual estimates. It is divided into six divisions, each division having jurisdiction over a certain number of the government departments. At the head of each division is a financial expert, who has worked his way up in the civil service from lower financial positions. He is a man thoroughly familiar with the financial operations and the general work of the departments over which he is placed. He is in constant and direct communication with the officer in the bureau or office who is responsible for the finances of that bureau. He does not control the actions of this officer, nor has he any power to interfere with the operations of the office. His function is purely financial. The financial officer in the bureau is, however, responsble to the Treasury in the first place for efficient financial administration. He cannot evade this responsibility by obeying his political chief. He can absolve himself when he makes an expenditure against his conscience and judgment only by making a reservation in writing to the Treasury, setting forth his objections. In the preparation of the estimates this officer consults the Treasury official over him. He cannot put any new item into the estimates of the year without first obtaining written sanction from the Treasury. The Treasury exercises the power of revision, reduction, and elimination but only in matters not involving questions of government policy. With these latter the Treasury has nothing to do. When the Cabinet has decided on the expenditure of a certain sum of money for a given purpose it is the duty of the Treasury to see that the estimates for the expenditure of this money are drawn up in a business-like fashion in accordance with economy and efficiency. In this way when the British estimates are presented to Parliament they have already been carefully revised and reduced to as low a figure as the Government proposes to stand responsible for.

The budget bureau provided in the plans now before Congress is intended to accomplish the kind of result described above. The need for some such system of controlling the estimates of the departments is keenly felt at this time when the Government is proceeding on such a tremendous scale of operation, and when the burden of taxation on the people to meet these estimates is heavier than it has ever been before.

HOW CONGRESS DEALS WITH ESTIMATES AND APPROPRIATIONS

The next step in our financial procedure is the consideration of the estimates by Congress and the passage of appropriation bills to meet the needs of the Government. In the early years of our governmental operations the estimates were submitted to one committee and were reported out and passed by Congress in the form of a single appropriation bill. At that time the Government was small and might easily be housed in a single moderately sized building. In the course of time estimates were divided up into a number of appropriation bills, until now we have fourteen annual appropriation bills. At the close of the Civil War the Ways and Means Committee, which had had jurisdiction over both revenue and appropriations since 1796, surrendered its jurisdiction over appropriation bills to the newly created Appropriations Committee, and in 1885 the jurisdiction over appropriations was divided among the eight committees which now prepare and report appropriation bills. Each of these committees holds hearings on that portion of the estimates relating to the department over which it has jurisdiction. The departmental officials are called before the committee and examined in hearings which are afterward printed. At these hearings the members of the committee, under their constitutional responsibility, attempt to gain the information which will lead them to a proper decision on the questions involved. In other words, the duty of the committee is to write into an appropriation bill the actual amounts of money which the department must operate with during the coming year. The committee knows that it has not before it a real financial program but, rather, requests for money in the shape of unrevised and uncoordinated estimates, and it finds iteslf in a very difficult position. With the operations of the Government spreading out into every field of activity and involving every form of mechanical and scientific technique the committee is unable to criticise or judge intelligently the estimates for many of the bureaus.

This need is proposed to be met under present budget plans by giving to the committee an administrative organization of experts under the proposed reform of the control and auditing system, which will be discussed later.

SHOULD THERE BE MORE THAN ONE APPROPRIATIONS COMMITTEE?

One of the prevailing criticisms against the present system of congressional procedure is that there are too many committees having jurisdiction over finance, and that there is a lack of unity and cooperation between them. Suggestions have been made for a single budget or appropriation committee, and other suggestions have been made for a sort of super-finance committee, to be composed of the chairmen of the various committees having jurisdiction over finance, which would meet and consider the financial program as a whole and then apportion it out to the respective committees. If, however, the budget bureau is formally established with adequate powers of control over the estimates the need of committee coordination in Congress would be much less than it is now, for in that case each committee would be dealing with revised estimates representing the actual needs of the Government, and to that extent the committees would be relieved of much of their hardest work.

Although the single committee idea appears to be logically ideal, opinion varies as to whether it could efficiently do the work even though it were divided up into a large number of subcommittees. At any rate the establishment of a budget system would not begin with a change in the committee system. After the budget bureau is established and the audit system put under the control of Congress it will more clearly appear exactly what committee changes will be necessary. In a reform so important to the Government, involving as it were the very foundation of our administrative system and affecting the control over the expenditure of billions of dollars per annum and the taxation of the whole people, it would seem to be better policy to proceed with caution. It is quite possible to work out a budget system adaptable to our form of government and to our institutions without putting a logically complete scheme into operation at one time.

GOVERNMENT AUDIT SYSTEM SHOULD BE UNDER CONGRESS

Practically all advocates of a national budget system agree that Congress should take over the control of the system of audit of the accounts of

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the Government. Under our system the executive spends the money and also controls the auditing system which audits the executive accounts. There are six independent auditors, each appointed by the President and removable by him. While there has been no serious criticism of the work of our auditors it is considered poor business administration to have the executive audit his own accounts. Audit in the true sense implies a control from without, and it is the common practice of foreign governments to have the legislature, which grants the money to the executive, control the system of audit. Under our system the Comptroller of the Treasury is also an executive offiecr, although it is his function to interpret the will of Congress in financial legislation to the executive departments. There are several plans before Congress dealing with this question. They quite generally agree on the following points:

First, That there should be a consolidation of the auditing force under one head official, who should exercise the functions of the present Comptroller of the Treasury and of an Auditor General.

Second, That this officer should be regarded as an official of Congress, should hold office during good behavior, and should be removable therefrom only by vote of Congress.

Third, That the experts under him, who would be placed in the various offices of the Government where the money appropriated by Congress is being spent, should be at the call of the committees of Congress when the estimates for the department in question are under consideration.

This would give the committee at the hearings the expert assistance which they now lack. They would have there an officer thoroughly familiar with the financial operations of the executive branch under consideration. He would not be a part of that branch but would in his work and in his viewpoint represent the legislative branch. In other words, he would be the eye of Congress on the disbursing officer and on the financial plans of the particular bureau or bureaus whose accounts he was assigned to audit.

ESSENTIALS OF BUDGET SYSTEM AND ANTICIPATED RESULTS

These three features—the preparation of the annual estimates, the procedure in Congress in relation to them, and the control over the expenditures through an organization with powers of control and audit—constitute the essential elements of a modern budget system that can be applied under our form of government. Advocates of this system maintain that it would give us the following results:

First, A view of the finances of the government as a whole at all stages of the procedure.

Second, The submission to Congress of a financial statement of the actual needs of the government which has been prepared under the President's direction and upon his responsibility by a budget bureau.

Third, The consideration of these estimates by Congress with such revision of its rules as would provide for a consideration of the budget as a whole both in relation of department to department and of the total expenditures to the total revenues.

Fourth, It would put into the hands of Congress, through the consolidation of the control and auditing system, a highly expert and efficient organization, which would enable Congress to gain a clearer view of the financial operations of the Government.

The officer at the head of this department would have the powers of the present Comptroller of the Treasury as well as the powers of an Auditor General and would be the strong arm of Congress extending over the mechanical, technical, and scientific aspects of the detailed expenditures of all moneys appropriated out of the public treasury. This in brief is the sort of budget system which is likely to be adopted in this country.

BUDGET SYSTEMS ESTABLISHED RECENTLY IN MANY STATES

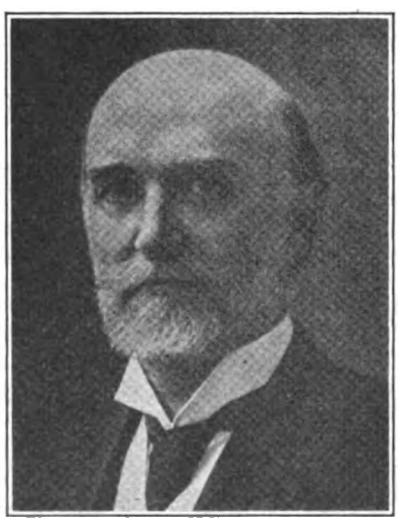
It may be of interest to note that the movement for budgetary reform has gained considerable headway among the State governments. Since 1917 fourteen States have established budget systems for their financial administration, and seven others have movements on foot in this direction, while several other States had budget systems before 1917.

Reclassification of Salaries Now Well under Way

With the aid of selected employees detailed for the purpose the work of the Joint Commission is ahead of schedule. Praise is given the spirit and efforts of the departmental officials and employees, who are proving of great assistance to the Commission in solving the many questions before it.

By HON. HENRY A. COOPER

A Member of the Joint Commission on Reclassification of Salaries



HON. HENRY ALLEN COOPER

THE HOUSE members of the Commission on Reclassification of Salaries in the government service recently held a meeting of the employees detailed to assist in the work in hand. These have not been haphazard appointments, the qualifications of each appointee having been carefully investigated by the Commission before asking that the employee be assigned here. I am greatly pleased, as are all the other members of the Commission, with the character of those who are assisting in this great work. I say "great work" advisedly, for it is a task of national importance that we have undertaken—the task of reclassifying more than 100,000 employees in the District of Columbia, at the very center of government of the greatest of all nations.

PROGRESS IN THE COMMISSION'S WORK SATISFACTORY

The law requires that our report shall be presented to Congress next January, and we expect to meet the requirements of the law in that regard. We have made out a schedule including the dates for the accomplishment of the various steps in the work, and thus far we are ahead of the schedule.

We were told last March and April, when we first began our labors, that it would be well-nigh impossible to have our questionnaires answered by the hundred thousand or more employees and returned to us before the first

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of July, and yet the questionnaires were issued and virtually all returned, answered, by the last week in May.

We expect the work of reclassification proper, which will consist in defining the positions—describing the jobs, in other words—to be completed some time in October. From that month on we shall take up the adjustment of salaries on an equitable basis so that there shall be uniform pay for the same work. This will necessitate hearings which will give ample opportunity for the securing and weighing of evidence before the completion of our report for presentation to Congress.

VALUABLE AID RENDERED BY DEPARTMENTS AND EMPLOYEES

I have been greatly pleased with the spirit manifested by the directing force in the various departments and independent establishments and by the employees, all of whom seemed anxious that the work of the Commission should be a success. One of the chiefs having several thousand men under his direction and control said to Senator Jones and myself when we asked for the detail of a certain employee, "He is exceptionally valuable to us here, but your Commission is engaged in work of so great importance that I feel it my duty, as it is my pleasure, to detail that employee to your work if he wishes to go." I am glad to say that we now have him helping us. Other heads of bureaus and departments have been just as willing and have detailed to us valuable employees from their respective services. Our force now consists of more than fifty, including classifiers, investigators, clerks, typists, stenographers, and a small force of experts experienced in work of this kind.

Our correspondence shows that the work of the Commission has attracted attention throughout the country among those who are interested in the improvement of the civil service and the stabilizing of government positions.

There never has been what could be called a thorough, complete, scientific classification of civil service employees in the District of Columbia, or anything approaching it, but it is apparent to anyone who investigates the subject that a proper and comprehensive classification of the employees will be necessary to the success of any budget system which may be made a part of our governmental machinery. This point, which has perhaps escaped attention heretofore, is believed to be worthy of consideration in view of the serious attention now being bestowed on the subject of budget legislation.

As is known, the various departments, bureaus, and independent establishments were organized last April and May to assist the Commission, by the appointment in each, first, of a central committee, and second, of subcommittees; each central committee to consist of a representative of the head of the department, bureau or independent establishment, and a representative of the employees, the chairman of this central committee being one of the members of the Reclassification Commission. The subcommittees are those appointed in each of the divisions or sections, each of these consisting of a representative of the directing force and a representative of the employees.

This organization has been exceedingly effective in expediting the work of the Commission, and great interest in its work and a corresponding willingness to assist have been displayed by the various committee members at all of the meetings of the central committee. One of these meetings demonstrated in a convincing manner the interest which both the directing force and the employees are taking. I refer to the meeting held in May in the Western High School auditorium. The day and night were the rainiest of the year, there being a steady downpour during the entire afternoon and evening. It was generally said that there would be very few in attendance, yet an audience of upward of a thousand persons, consisting of members of the various central and subcommittees, crowded the auditorium, many standing on the stage and against the walls until after eleven o'clock. The evening was spent in hearing addresses by members of the Commission and by the putting and answering of questions relating to the questionnaires and the work of the Commission in general. Similar schools of instruction have been held at other times and in other places. The work of these various committees has been very efficient and is deeply appreciated by the members of the Commission.

Safety First

"Joseph," said the merchant to the bright young man with the best of references, "the bookkeeper tells me you have lost the key of the safe, and he cannot get at his books."

"Yes, sir, one of them; you gave me two, you remember."

"Yes, I had duplicates made, in case of accident. And the other one?"

"Oh, sir, I took good care of that. I was afraid I might lose one of them, you know."

"And is the other all right?"

"Yes, sir. I put it where there was no danger of its being lost. It is in the safe, sir."—*Boston Transcript.*

The Nolan Minimum Wage Bill a Necessity

By Chairman John M. C. Smith of House Committee on Reform in the Civil Service

THE NOLAN Minimum Wage Bill was one of the first measures taken up by the Committee on Labor. This bill has been before Congress for a number of years, and at the last session it passed the House almost unanimously.

Hearings were held before the full committee, at which the representatives of a number of trades and vocations were present. It was demonstrated that under present conditions a man cannot maintain a wife and three children on less than $3 a day. This is the amount carried by the bill, and in cases where work is done by the hour and the whole day is not consumed, the bill carries the pay of 37½ cents.

It is not exactly the wage-fixing for the work that calls for the enactment of this legislation. All employers know that they frequently advance the wages of their employees when it is right to do so, without waiting until the employees make the demand. The bill applies to all federal employees with some exceptions who are provided for otherwise.

Acting on the principle that the Government is interested in its workmen, this bill voluntarily offers to make the slight increase in their wages demanded by the cost of the necessities of life and to comport with decent living conditions for American citizens.

It is estimated that the bill will affect some 40,000 employees, and the amount of the increase granted therein will involve an additional compensation of slightly more than $20,000,000.

Some of the statements made before the committee were pathetic, one witness testifying to having taken up a collection to assist a coemployee to purchase a coffin in which to bury her little one; and the consensus of all the witnesses was in support of the well-known fact that the wages of the lower-paid employees do not cover the actual needs of subsistence, clothing, and rent. The wages of these employees have not been readjusted nor changed by law for more than half a century.

The importance of this minimum wage may be seen by its being made the subject of consideration in the Peace Treaty.

I think that this legislation will be favorably received by the public, and no one will contend that it will not be doing justice to a class of workers worthy of this consideration.

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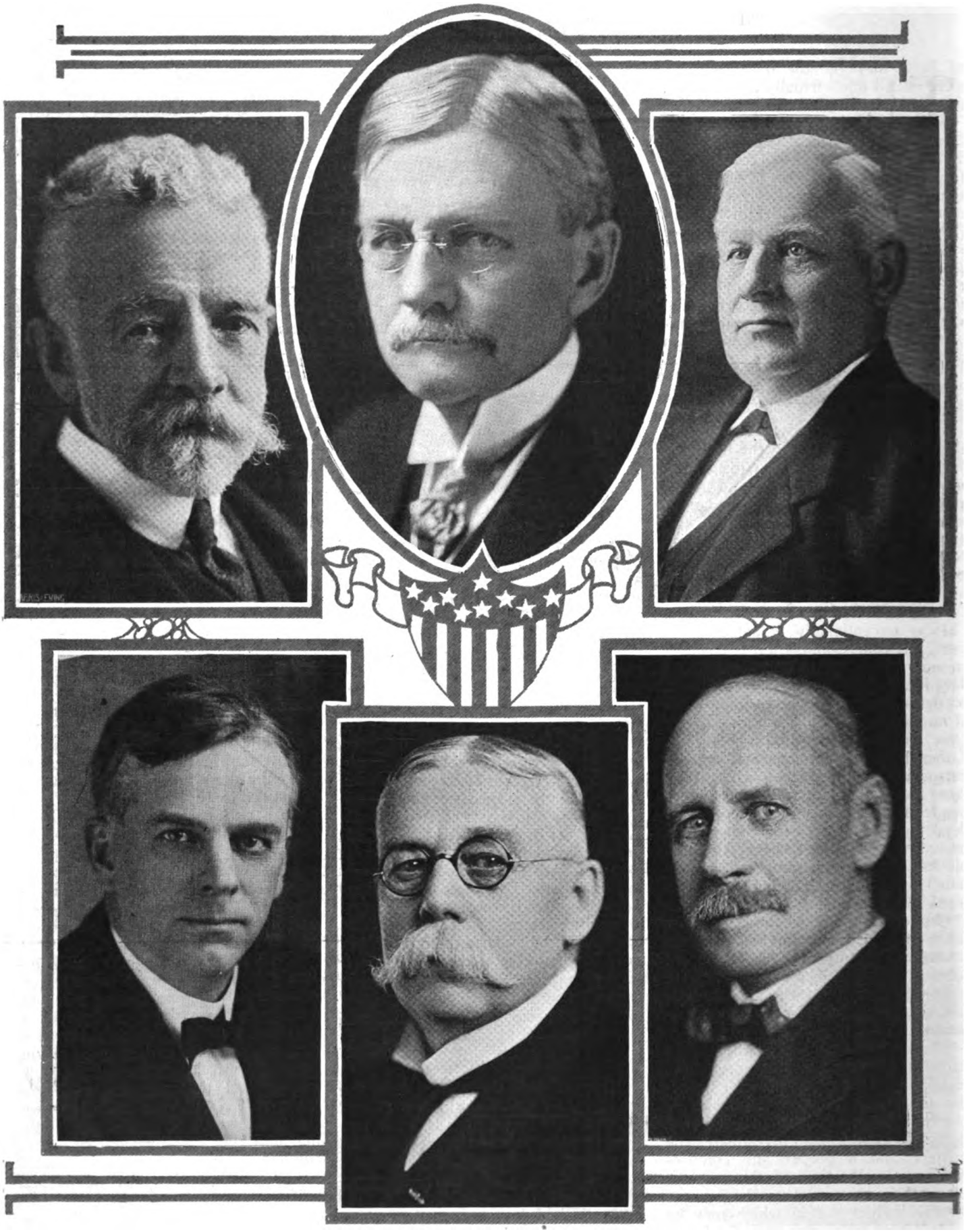

LEADING MEMBERS OF THE SENATE, SIXTY-SIXTH CONGRESS

HON. HENRY CABOT LODGE
Majority Floor Leader

VICE-PRESIDENT THOMAS R. MARSHALL

HON. THOMAS S. MARTIN
Minority Floor Leader

HON. WILLIAM S. KENYON
Chairman of Committee on Education and Labor, in charge of the Nolan-Kenyon Minimum Wage bill.

HON. FRANCIS E. WARREN
Chairman of Committee on Appropriations

HON. THOMAS STERLING
Chairman of Committee on Civil Service and Retrenchment, in charge of the Lehlbach-Sterling Retirement bill.

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The A. F. of L. Convention

A history-making gathering now in session at Atlantic City probably the most momentous in the life of the Federation. The proceedings show action taken of immediate concern to the welfare of federal employees and the development of the government service. A number of resolutions of much significance from the viewpoint of our membership are reproduced below.

As the convention is in full swing as these words are written the delegates of our National Federation—President Luther C. Steward and Vice-presidents Junker, Leonard, and Etheridge—who are taking an active part in the proceedings, have had no opportunity to submit a report of the doings on the Steel Pier. This is promised, however, for our next issue. Meanwhile, we must content ourselves with laying before our readers those of the resolutions adopted which would seem of special interest and moment to our membership as are now available, leaving for our August number the rest of the narrative of the Atlantic City meeting.—EDITORS.

WHEN PRESIDENT Gompers called to order the thirty-ninth annual convention of the American Federation of Labor on June 9, in the large hall at the seaward end of the Steel Pier in Atlantic City, he was greeted by more than five hundred delegates, representing every State and territory. The feeling was general, both in the convention and throughout the country, that this was an occasion on which history was to be made, and that the wage-earning class hereafter is to play a larger part in the making of history than ever before in the world's annals.

GREETING FROM THE PRESIDENT OF THE UNITED STATES

The following message bearing the signature of President Wilson was read to the convention:

May I not send my warm greetings to the annual convention of the American Federation of Labor and express my deep gratification that the international conferences which have grown out of the discussions of peace have led to a much fuller and more adequate comprehension of the questions of labor to which statesmen throughout the world must direct their most thoughtful attention? It has been a real happiness to me to be of a little service in these great matters.

I cannot justly refrain when sending this message from expressing in very warm terms the appreciation felt by all who have been dealing with labor matters, of the invaluable service rendered by Mr. Gompers. He has won universal confidence and has firmly established in international circles as well as at home the reputation of the American Federation of Labor for sane and helpful counsel.

The convention was welcomed in addresses by Mayor Bacharach of Atlantic City and President Arthur A. Quinn of the New Jersey Federation of Labor. To these greetings President Gompers responded in part as follows:

WHY THE COUNTRY'S WORKERS SUPPORTED THE WAR

"The American people were 100 per cent determined to see to it that the opportunity of the democratic peoples of the world to live their own lives should be made secure. To us it seems, or we were convinced, that if the representatives of militarism and autocracy could win in the war there would be no opportunity for freedom generally, nor could there be room in the whole world for a well-ordered and well-developed labor movement to protect the rights and interests of the working people. It was the fuller opportunity and the larger freedom, the only atmosphere in which the labor movement can live—these were menaced and at stake, and, in our judgment, made good by our actions, we threw our lot upon the side of those who stood for the largest measure of freedom in the controversy. And our movement has made good; there hasn't been any question as to the straightforwardness of our course.

THE SACRIFICE MADE MUST NOT BE IN VAIN

"The war, for all practical purposes, is over and the day for reconstruction or readjustment is at hand. The war has brought into play new thoughts of the rights of man, has brought into play and developed the thought that the relations between nation and nation must be better than they have ever been in the history of the world, and that the relations between man and man, whether he occupy a position of supposed power or wealth, be he an employer, be he a skilled mechanic or a ditch digger—the man who produces the wealth, the workers of America, the workers of the world, are determined that this new concept of the relation between man and man and this new concept of the right of the workers to have a voice in the determination of the conditions of their labor and of their lives shall be recognized.

"I am very proud and gratified to know that to a very large extent this new concept is being accepted and expressed by employers, yet there are other employers who, like the Bourbons of old, never learned anything, never forgot anything because they never learned anything, and to whom the whole war and all the sacrifices and all the untold numbers of men and women who gave up their lives that the principles for which the war was conducted should be made living issues, not for the war itself, not for fighting, not for taking other human beings' lives, but for an ideal, for a principle—these are the thoughts that prompted the men and the women of our time to make such tremendous sacrifices—sacrifices unknown in any other period of the world's history. In making those sacrifices it was not the intention, nor was it even within the innermost recesses of the mind that the principles for which we contended in making those sacrifices should be lost when the war was won. In all the history of the world it has been the men of labor, the hewers of wood and the drawers of water who have been compelled to bear the burdens of life. If there was any unfreedom, it was they who suffered; if there was any tyranny, it was they upon whom it was imposed.

"Well, in the year of grace 1919, sanctified by more than four years of blood-letting, the day of tyranny and autocracy, whether it be in the political life or the industrial life of our peoples, has gone. Very recently an industrial concern in Toledo refused pointblank to reconsider an arbitrary action taken by the company in increasing the hours of labor of the workers. If any employer believes that industrial autocracy or industrial despotism is going to prevail in the United States, of America, he has counted and is counting without his host. The principles for which this labor movement has been contending from its very inception must come to full fruition. We are making no unjust or unwarranted demands upon society or upon employers as such, but for the service which the men and women of labor give to society, a service without which civilization itself would perish—for that service we insist upon a return that shall give us the opportunity to live a full-rounded life, ourselves, our wives, our children, our dependents, and to make of this coun-

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try of ours and of this world of ours a place worthy of the civilization of our time.

"We have some concept of our duties and our responsibilities, and we have been honored by being told frankly and freely that we have shown our full appreciation of the responsibilities which rest upon us. The history of the labor movement will, to the future historian, be the greatest source of information and inspiration. We are growing in numbers, in power and in influence. To carry that power and that influence to the fullest extent and to realize our duty to ourselves and to our fellows, and in great appreciation of all that has been done in the past, having a conscious vision for the future, to carry on our work according to the best judgment for results to our fellows—that is the thing to which we will give our attention.

"I am confident that out of this gathering of delegates, coming from workshop, mill, mine and store, men representing the bone and sinew of our land, men who know and have experience, will come an accounting to their constituents and to the masses of the people of our country that will do honor and credit to you delegates, as well as bring wonderful achievements for the toiling masses of our country. . . ."

THE CONVENTION BEGINS WORK; IMPORTANT RESOLUTIONS ADOPTED

The convention lost little time in settling down to the business which brought the delegates together. One of the most important preliminaries was disposed of when President Gompers announced the committees. Two of our National Federation delegates were represented on the list: President Steward on the Committee on Education, which dealt with a number of resolutions of particular concern to government employees; and Vice-President Florence Etheridge who, in line with her professional equipment, was placed on the Committee on Law.

A number of resolutions which bear directly on the well-being of the government ranks were brought before the convention. Chief among these, so far as the proceedings of the convention can be had at this time, are the following:

RETIREMENT OF SUPERANNUATED GOVERNMENT EMPLOYEES FAVORED

The following resolution, dealing with the retirement of civil service employees upon service annuities, was favorably reported by the Committee:

Resolution No. 92.—By Delegates Edward J. Gainor, of the National Association of Letter Carriers; William D. Clark, of the Plate Printers' International Union; John B. Colpoys, of the Washington, D. C., Central Labor Union; Charles D. Duffy, of the National Association of Letter Carriers; Edward J. Ryan, Railway Mail Association; Luther C. Steward, NATIONAL FEDERATION OF FEDERAL EMPLOYEES; Thomas F. Flaherty, National Federation of Postal Employees.

Whereas, The retirement of superannuated civil service employees upon service annuities is now generally recognized as justifiable from both a humane and a business standpoint; and

Whereas, The United States Government is one of the few in the world that makes no provision for the retirement of its aged civil service workers, resulting in one of two conditions; men are heartlessly dismissed after years of faithful service or they are retained upon the pay-roll when no longer able to render efficient service; and

Whereas, The compensation of Government employees is insufficient to permit of adequate savings for voluntary retirement in old age; and

Whereas, All political parties in their platforms have pledged their support for the enactment of retirement legislation; therefore be it

Resolved, That this Thirty-ninth Convention of the American Federation of Labor does hereby go on record as favoring an equitable retirement law for superannuated government employees, as contemplated by the Lehlbach Bill (H. R. 3149), and the Sterling Bill (S. 1699), now pending before Congress, and that the Executive Council is hereby instructed to use every means at its command to secure the enactment of such legislation by the Sixty-sixth Congress.

The recommendation of the Committee was adopted.

FAVORING MINIMUM WAGE FOR GOVERNMENT EMPLOYEES

From Committee on Resolutions:

Resolution No. 155.—By Delegates Luther C. Steward, William E. Junker, Martin J. Leonard, Florence Etheridge, NATIONAL FEDERATION OF FEDERAL EMPLOYEES.

Whereas, The report of the U. S. War Labor Conference Board, of March 29, 1918, declared, among other things, "The right of workers, including common laborers, to a living wage," and "in fixing wages a minimum rate of pay shall be established which will insure the subsistence of the workers and his family in health and reasonable comfort"; and

Whereas, There has been an abnormal increase in the cost of living in the past three years, but the wages of most government employees have not been correspondingly increased, notwithstanding the fact that the wages of practically all employees in the commercial world have been increased and

Whereas, In order for the Government to establish proper wage standards among private employees it should become a model employer itself and set an example for private employers by the adoption of a living wage standard for its employees; therefore be it

Resolved, By the Thirty-ninth Annual Convention of the American Federation of Labor, assembled at Atlantic City, N. J., that Congress should immediately take favorable action on the Nolan and Johnson bills (H. R. 1235) for establishing a minimum wage for government employees and that further legislation should be enacted whereby the wages of all government employees not affected by said bills are given a substantial increase.

The Committee recommended the adoption of this resolution.

The recommendation of the Committee was adopted.

SALARY RECLASSIFICATION FOR ALL FEDERAL EMPLOYEES

From Committee on Education:

Resolution No. 164.—By Delegates Luther C. Steward, William E. Junker, Martin J. Leonard, National Federation of Federal Employees.

Whereas, The Congress of the United States has created a Commission, for the purpose of reclassifying the Federal Civil Service in the District of Columbia and thus carried out for a portion of such service the provision of Resolution No. 74 of the St. Paul Convention of the American Federation of Labor; and

Whereas, The need for a reclassification commission and reclassification investigation is no less throughout the country than in the city of Washington; therefore be it

Resolved, By this Thirty-ninth Convention of the American Federation of Labor that the duties conferred by Congress upon the existing Reclassification Commission be so extended as to authorize it to investigate and make recommendations for the standardization of duties, wages, salaries, hours, and titles of federal employees throughout the United States; and be it further

Resolved, That the Executive Council is directed to cooperate with the NATIONAL FEDERATION OF FEDERAL EMPLOYEES in procuring the extension of the duties of the Reclassification Commission described above.

The Committee concurred in the resolution and recommended its adoption.

The report of the Committee was adopted.

RECLASSIFICATION AND HIGHER GOVERNMENT SALARIES ENDORSED

From Committee on Education:

Resolution No. 174.—By Delegates E. J. Gainor, J. T. Mugavin, C. D. Duffy, L. E. Swartz, National Association of Letter Carriers; Thos. F. Flaherty, National Federation of Postal Employees; E. J. Ryan, H. W. Strickland, R. E. Plymale, Railway Mail Association; Luther C. Steward, National Federation of Federal Employees.

Whereas, Because of inadequate wage standards in the Federal civil service, the efficiency of governmental institutions is being seriously impaired with resultant economic loss to the people; and

Whereas, It is becoming increasingly difficult to secure and hold competent employees through regular civil service channels, by reason of these low-wage standards and working conditions; and

Whereas, While deploring the existence of this condition in governmental employment, the American Federation of Labor also notes with approval the appointment of Congressional commissions to investigate

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salaries and working conditions of government employees; therefore, be it

RESOLVED, That the 39th Convention of the American Federation of Labor instructs the Executive Council to cooperate with the representations of affiliated organizations of the Federal civil service employees in securing the upward revision of salaries, with resulting benefits to the service and employees.

The Committee recommended concurrence in this resolution.

The recommendation of the Committee was adopted.

GOVERNMENT SUPPORT OF SCIENTIFIC AND TECHNICAL RESEARCH

From Committee on Education:

Resolution No. 94.—By Delegates Luther C. Steward, NATIONAL FEDERATION OF FEDERAL EMPLOYEES; Charles B. Stillman, American Federation of Teachers; Florence Etheridge, NATIONAL FEDERATION OF FEDERAL EMPLOYEES:

Whereas, Scientific research and the technical application of the results of research form a fundamental basis upon which the development of our industries, manufacturing, agriculture, mining, and others must rest; and

Whereas, The productivity of industry is greatly increased by the technical application of the results of scientific research in physics, chemistry, biology, and geology, in engineering and agriculture, and in the related sciences, and the health and well-being, not only of the workers but of the whole population as well, are dependent upon advances in medicine and sanitation; so that the value of scientific advancement to the welfare of the nation is many times greater than the cost of the necessary research; and

Whereas, The increased productivity of industry resulting from scientific research is a most potent factor in the ever-increasing struggle of the workers to raise their standards of living, and the importance of this factor must steadily increase since there is a limit beyond which the average standard of living of the whole population cannot progress by the usual methods of readjustment, which limit can only be raised by research and the utilization of the results of research in industry; and

Whereas, There are numerous important and pressing problems of administration and regulation now faced by Federal, State and local governments, the wise solution of which depends upon scientific and technical research; and

Whereas, The war has brought home to all the nations engaged in it the overwhelming importance of science and technology to national welfare, whether in war or in peace, and not only in private initiative attempting to organize far-reaching research in these fields on a natonal scale, but in several countries governmental participation and support of such undertakings are already active, therefore, be it

Resolved, By the American Federation of Labor, in convention assembled, that a broad program of scientific and technical research is of major importance to the national welfare and should be fostered in every way by the Federal Government, and that the activities of the Government itself in such research should be adequately and generously supported in order that the work may be greatly strengthened and extended; also the Secretary of the Federation is instructed to transmit copies of this resolution to the President of the Unted States, to the President pro tempore of the Senate, and to the Speaker of the House of Representatives.

The Committee concurred in the resolution and recommended its adoption by the convention.

The recommendation of the Committee was adopted.

CREATION OF CIVIL SERVICE COURT OF APPEALS

From Committee on Resolutions:

Resolutions Nos. 88 and 99, dealing with federal civil service laws, were acted upon together. The resolutions are as follows:

Resolution No. 88.—By Delegates Thomas F. Flaherty of the National Federation of Postal Employees; Edward J. Gainor of the National Association of Letter Carriers; Luther C. Steward of THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES; E. J. Ryan of the Railway Mail Association.

Whereas, The federal civil service laws are defective in not making provision for granting employees the right to appeal from the judgment of officials in disciplinary matters, and arbitrary power lodged in the hands of officials frequently results in injustices being inflicted upon employees and tends toward the upbuilding of a bureaucracy in our government institutions; therefore be it

Resolved, That this Thirty-ninth Convention of the American Federation of Labor instruct the Executive Council to cooperate with the representatives of affiliated organizations of civil service employees in securing the enactment of legislation granting civil service employees the right to a hearing and to an appeal from the judgment of officials in cases involving demotion or dismissal.

Resolution No. 99.—By Delegate George H. Wrenn, of the Massachusetts State Branch of American Federation of Labor:

Whereas, The federal civil service laws are defective in that they make no provision for protecting civil service employees with the right of appeal from the judgment of department officials in cases affecting their removal or demotion; and

Whereas, It has been found that in thus lodging arbitrary power in the hands of executive officials the laws have enabled them to remove or demote employees at pleasure; and

Whereas, This power has been at times unjustly used, and men have been removed for merely doing what union laborers in industrial employment do unquestioned, for merely endeavoring to better the condition under which they and their fellow men work; therefore, be it

Resolved, That the Convention of the American Federation of Labor request the National Executive Council to cooperate with the representatives of affiliated organizations of civil service employees in their endeavors to secure the right of an appeal and a hearing before a properly constituted court of appeals in cases affecting demotion and dismissal.

The Committee recommended the adoption of these resolutions.

The recommendation of the Committee was adopted.

IMMIGRATION AND CUSTOMS INSPECTORS ON CANADIAN BORDER

From Committee on Resolutions:

Resolution No. 176.—By Delegates Luther C. Steward, William E. Junker, Martin J. Leonard, Florence Etheridge, NATIONAL FEDERATION OF FEDERAL EMPLOYEES:

Whereas, United States Immigration and Custom Inspectors along the Canadian border are required to work from twelve to fourteen hours a day for seven days in the week; and

Whereas, These employees are grossly underpaid, the immigrant inspectors receiving an average of $4 and customs inspectors $3.50 per day; be it

Resolved, That the American Federation of Labor, in convention assembled, demand that these overworked and underpaid workers have their compensation increased and their hours of labor shortened to not more than eight hours per day and one day of rest in seven; and be it further

Resolved, That the Executive Council be directed to cooperate with the NATIONAL FEDERATION OF FEDERAL EMPLOYEES in securing necessary legislation from Congress in procuring an eight-hour day and a minimum wage of $5 per diem for these employees.

The Committee recommended the adoption of the resolution.

The report of the Committee was adopted.

AGAINST RESERVISTS IN CIVILIAN GOVERNMENT EMPLOYMENT

From Committee on Resolutions:

Resolution No. 179.—By Delegates Luther C. Steward, William E. Junker, Martin J. Leonard, Florence Etheridge, NATIONAL FEDERATION OF FEDERAL EMPLOYEE:

Whereas, The practice has grown up during the war of using men and women enlisted in the military and naval reserves of the United States in civilian positions; and

Whereas, This practice is being continued now that the war emergency is over, with the result of introducing military standards into employment purely civilian in character; therefore, be it

Resolved, By the American Federation of Labor, in convention assembled, that temporary expedients of this nature necessary in time of war become a menace to shop standards if continued in time of peace and that the civilian employment by the Government of men and women enlisted in the military service be discontinued upon the signing of the peace treaty.

The Committee recommended the adoption of the resolution.

The recommendation of the Committee was adopted.

REMOVAL OF POSTMASTER GENERAL BURLESON DEMANDED

From Committee on Resolutions:

Resolution No. 191.—By Delegates Edward J. Gainor, National Association of Letter Carriers; Thomas F. Flaherty, National Federation of Postal Employees; Edward J. Ryan, Railway Mail Association:

Whereas, President Wilson in his message to Congress made this declaration:

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"The question which stands at the front of all others, in every country amidst the present great awakening, is the question of labor. The object of all reform in this essential matter must be the genuine democratization of industry, based upon a full recognition of those who work, in whatever rank, to participate in some organic way in every decision which directly affects their welfare or the part they play in industry"; and

Whereas, Postmaster General Burleson has pursued a labor policy in direct conflict with this enunciation of principles, and in answer to President Gompers, of the American Federation of Labor, has characterized as "silly" the right of collective bargaining.

Whereas, Mr. Burleson has ruthlessly invaded the rights of the employees and has interfered in defiance of law with the proper functioning of their organizations; and has not only refused to recognize the accredited representatives, but has also sought to have repealed the employees' constitutional right of direct petition to Congress.

Whereas, This labor policy—a policy fastened upon every governmental agency under Burleson's supervision—is in utter defiance of the wishes of the people and in complete opposition to the expressed words of President Wilson; and

Whereas, Burleson's archaic and autocratic attitude has resulted in a demoralized service, discontented and resentful employees, confused and choked industrial processes, and a people wrathful and indignant at a long series of administrative blunders; therefore, be it

Resolved, That the American Federation of Labor, in convention assembled, speaking directly for 4,000,000 organized wage-earners and firm in the belief that this reflects the sentiments of the vast majority of the American people, request President Wilson to remove Postmaster General Burleson from office.

The Committee recommended the adoption of the above resolution.

The report of the Committee was unanimously adopted.

FAVORING LEAVES OF ABSENCE FOR UNION OFFICIALS

From Committee on Resolutions:

Resolution No. 161.—By Luther C. Steward, William E. Junker, Martin J. Leonard, Florence Etheridge, NATIONAL FEDERATION OF FEDERAL EMPLOYEES.

Whereas, Federal employees, through the administrative regulations of certain departments, have been denied leave of absence to care for important duties devolving upon them as officers in organizations of affiliated government employees, thus in many instances necessitating their resignation from the service and operating in general as serious handicaps to the existence and progress of such unions; and

Whereas, Unless an organization is permitted to properly function, the right to organize is in itself of little value, and arbitrary and unnecessary rulings denying leaves of absence are in effect the denial of the right to organize, which was granted to civil service employees in the Act of Congress of August 24, 1912, known as the "anti-Gag Law"; and

Whereas, Necessary leaves of absence should be granted employees engaged in the work of their respective organizations without either injuring the service or impairment of its efficiency, therefore, be it

Resolved, That the American Federation of Labor urge upon Congress the enactment of legislation which shall provide for the retention of the civil service status by the officers and unions affiliated with the American Federation of Labor who are called upon to absent themselves from their official duties and their reinstatement in the service at a salary no less than that received by them at the time such leave of absence is granted; and, be it further

Resolved, That leaves of absence, either temporary or extended, shall be granted the officials of affiliated unions to conduct the work of their organizations without prejudice to their official standing in the government service.

The Committee recommended the adoption of this resolution.

The recommendation of the Committee was adopted.

RATIFICATION OF EQUAL SUFFRAGE AMENDMENT URGED

From Committee on Resolutions:

Resolution No. 91.—By Delegate Florence Etheridge, of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES.

Whereas, The American Federation of Labor has from its inception urged the political equality of women on the same terms as men; and

Whereas, The last convention of the American Federation of Labor adopted a resolution calling upon its officials to use their best efforts to secure the passage of the Federal Suffrage Amendment through the United States Senate; and

Whereas, The passage of the amendment through Congress has now been achieved and the amendment is before the several states for ratification; therefore be it

Resolved, That this convention shall urge the ratification of the suffrage amendment by the several state legislatures, and shall do all in its power to aid in the speedy consummation of this last step in woman's enfranchisement, as it has ever aided throughout the long struggle.

The Committee recommended the adoption of this resolution.

This recommendation of the Committee was adopted.

REMEDIAL LEGISLATION IN THE MEAT-PACKING INDUSTRY

From Committee on Education:

Resolution No. 211.—By Delegates Luther C. Steward, W. E. Junker, Martin J. Leonard, Florence Etheridge, of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES:

Whereas, The American Federation of Labor, in convention assembled on this 9th day of June, 1919, is not unmindful of the revelations recently made before two committees of Congress on the control of the food interests of this country; and

Whereas, This control is of great danger to the future welfare of this country, since increasing masses of people are unable by honest toil to live in health and comfort; therefore be it

Resolved, That the American Federation of Labor support the Federal Trade Commission in its efforts to secure remedial legislation in the meat-packing industry. That the American Federation of Labor especially call the attention of Congress to the extension of the control of the meat packers over the preparation and sale of unrelated food products, which has proceeded so rapidly in recent years that the absolute control of the food of the nation is passing into the hands of the five packers, while the legitimate manufacturers and distributors of food products other than meat are in danger of destruction. That copies of these resolutions be sent to all the members of the Senate and House Interstate and Foreign Commerce and Agricultural Committees.

The Committee concurred in the resolution and recommended its adoption.

The report of the Committee was adopted.

BETTER PAY FOR TEACHERS OF DISTRICT OF COLUMBIA

From Committee on Education:

Resolution No. 212—By Delegate Chas. B. Stillman of the American Federation of Teachers:

Whereas, The teachers, always wretchedly underpaid, have been unable to meet the doubled cost of living with the meager salary increases which they have secured; and

Whereas, The work of the teachers determines the quality of our future citizenship, and should receive financial compensation more nearly commensurate with its service to the community; and

Whereas, The teachers of the District of Columbia have placed a very reasonable schedule before Congress, which is about to fix their salaries; therefore, be it

RESOLVED, That this thirty-ninth convention of the American Federation of Labor endorses the very moderate request of the teachers of the District of Columbia for a minimum salary of $1,000 for grade teachers, and of $1,200 for high school teachers; and be it further

RESOLVED, That the President and Secretary of the American Federation of Labor be instructed to make every effort to secure the passage by the Senate and House of Representatives of the United States of legislation establishing those minimum salaries for the teachers of the District of Columbia.

The Committee on Education concurred in the resolution and recommended its adoption by the convention.

The recommendation of the Committee was adopted unanimously.

Two men whose offices were on the second floor were on the first floor waiting for an elevator.

"You're not looking extra well, Londsel," remarked the lawyer.

"No, Rangle," replied the real estate man. "Think I'll join an athletic club. I need the exercise."

"Me, too."

Still they waited for the elevator.—*Kansas City Times.*

"What a murderous-looking villain the prisoner is," whispered an old lady, in a court-room, to her husband. "I'd be afraid to get near him."

"Sh!" warned her husband, "that ain't the prisoner. He ain't been brought in yet."

"It ain't! who is it, then?"

"It's the judge."—*Selected.*

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Business Manager, E. J. NEWMYER

THE STORY IN BRIEF OF A GREAT AND RAPIDLY GROWING ORGANIZATION

(*From The Washington, D. C., "Times," of May* 16, 1919)

"The aims of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, plans for action during the coming session of Congress, the reforms accomplished, and the growth of the organization from a handful of members to a great federation including 50,000 government employees, were explained by Luther C. Steward, President, in an interview today.

THE FEDERATION'S IMMEDIATE PROGRAM

'For the present,' said Mr. Steward, 'the NATIONAL FEDERATION OF FEDERAL EMPLOYEES is working for the following: A living wage for all government workers; retirement with pay for all superannuated employees; standardization of duties and wages and automatic increase in pay based on merit; a federal personnel board, with authority to adjust salaries and conditions of employment as circumstances warrant (the employees having representation on such board); equal pay for equal work for government employees, men and women; equal suffrage, greater political freedom for federal employees, a real merit system, including a non-partisan civil service commission to succeed the present bi-partisan commission, and a training school where all government employees may be given an opportunity to study for executive positions—this school to be maintained by the Federal Government.

LARGE RESULTS ALREADY OBTAINED

'Among the changes which were brought about, largely through the activity of the unions, are the following: The defeat of the Borland amendment which proposed to lengthen the working hours of the government employee without increase in pay; in 1917, an increase in salary of 10 per cent for a year for all government employees receiving $1,200 or less and an increase of 5 per cent for one year for all government employees receiving from $1,200 to $1,800 salary a year; at the next session of Congress a flat increase of $10 a month for a year for all government employees receiving up to $2,500 annually.

'At the last session of Congress the Federation asked an increase of $1 a day in pay for all government workers; a measure containing provisions for a $240 increase or bonus was passed. The Federation also succeeded in obtaining the inclusion of the War Risk Bureau in the benefits of this measure. The clerks of that bureau obtained $120 in addition to their basic salary. The Federation has also been active in urging salary reclassification, and it was largely because of the Federation the Joint Committee on Reclassification of Salaries was created.

THE NOLAN MINIMUM WAGE BILL

'The Federation also urged the passage of the Nolan measure providing for a minimum wage of $3 a day for all adult full-time employees. This bill passed the House, but because of the congestion of business during the closing hours of Congress was not acted upon by the Senate. This measure will be reintroduced during the coming session and, we expect, will be passed by both houses, signed by the President, and become law.

THE ORGANIZATION STILL IN ITS INFANCY

'THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES was granted a charter by the American Federation of Labor in September, 1917. The first local was organized in San Francisco in January, 1913, shortly after government employees were given the right to organize. The first Washington local was organized in 1916, and is known as Local No. 2. Locals Nos. 3 and 4 are located in Milwaukee and New York, respectively. In the fall of 1917 the American Federation of Labor granted a charter to the organization, composed of forty locals, and the independent local organizations were affiliated with the national labor organization. This took place after a convention of the locals was held in September, 1917.

AN IMMENSE GROWTH—STRIKES PROHIBITED

'There are approximately 50,000 Federal employees in the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, about 25,000 of whom are employed in the National Capital. This number is being constantly increased. There are four locals in Washington and 130 [Now 134] locals distributed among forty-one [since increased to forty-three] States.

'The constitution of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, and the constitutions of all the local unions prohibit strikes against the United States Government, and also prohibit the union from aiding in any strike against the Government.

'The primary basis of the Borland fight involved a labor problem—increased hours without increased pay, and a change of conditions of employment on the part of the employer without consulting the employee.

AMERICAN FEDERATION OF LABOR HELPFUL

'The American Federation of Labor came to the rescue of the federal employees at the critical time and gave the help needed to defeat the Borland amendment. Out of this affiliation the cooperative association of federal employees became the Federal Employees Union.

AFFILIATION SATISFACTORY

'A careful study of our problems will show that nearly all of the larger ones are labor problems. Our affiliation with the American Federation of Labor has been most satisfactory. Every possible help has been given us by that organization, and we owe it much.

BROAD PURPOSES OF THE FEDERATION

'The NATIONAL FEDERATION OF FEDERAL EMPLOYEES was not formed to coerce the Government, but to cooperate with it whenever possible, nor is there anything in the union as organized antagonistic to the Government. On the contrary, the union stands for the highest possible efficiency in governmental affairs, and has become, it is believed, a helpful factor in promoting efficiency in the executive departments.

'The Federal Employees Union is a cooperative business agent for the civil service employees of the United States Government. The general purposes of the union are to protect all government employees from injustice and to promote their interest generally as government employees and to aid the Government in establishing efficiency in administration.'"

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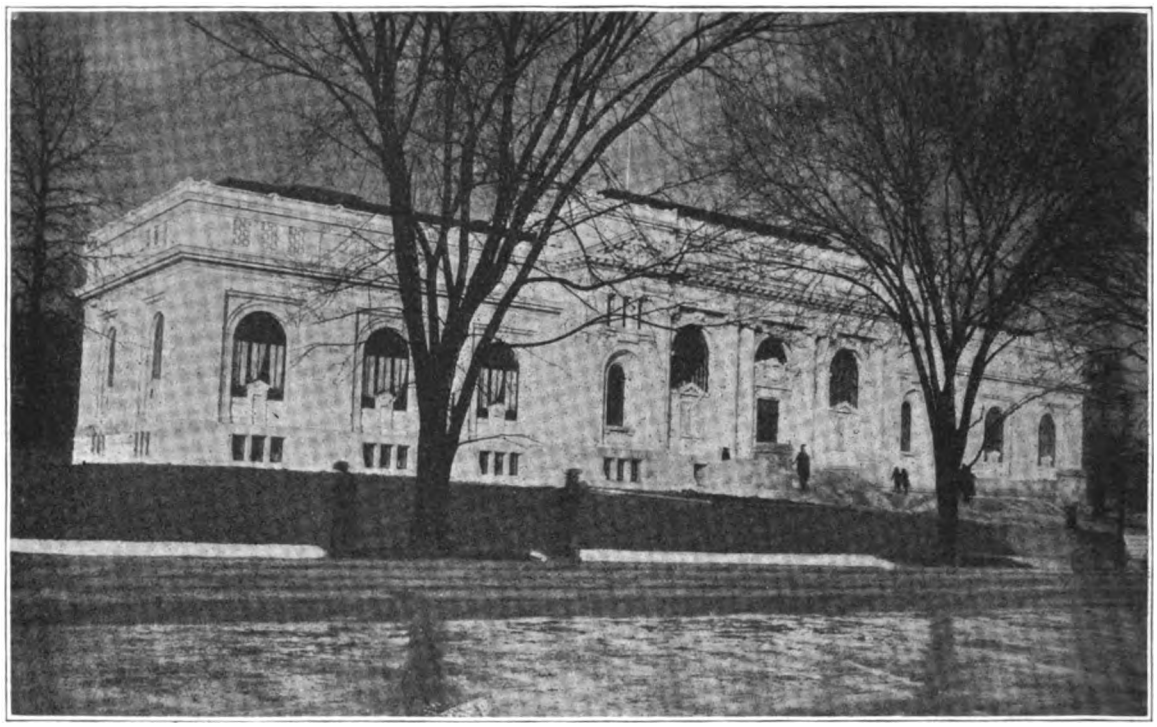

THE PUBLIC LIBRARY (CENTRAL BUILDING), WASHINGTON, D. C.

Unionism and Our Libraries

Why more than 75 per cent of the employees of the Public Library of the Nation's Capital are enrolled in the F. E. U. with the approval of the Librarian. What this union has done for these workers and for the Library administration. Many other Washington librarians are in the union ranks. The case of the scientific and technical employees and of college professors and school teachers cited.

By GEORGE F. BOWERMAN

Librarian, The Public Library, Washington, D. C.

(In *The Library Journal*)

A STATEMENT to the effect that the Public Library of the District of Columbia is now 100 per cent unionized, published in one of the professional journals (and perhaps elsewhere), has brought me a number of inquiries as to the truth of the report and my opinion as to the results of unionism from the point of view of good administration. Mr. William E. Henry's timely article in the May number of the *Library Journal* entitled "Living Salaries for Good Service" based in part on the recent experiences of my own library as reported by Miss Clara W. Herbert in the *Library Journal* for February, closes with a statement that one of the three ways out of the difficulty of low library salaries is in the direction of unionism, which he deplores. He says:

> Our people can unionize and change our standards from a profession to a trade and force the hands of the employer. This will move us back of 1876.

WHY THE LIBRARY EMPLOYEES JOINED THE F. E. U. MOVEMENT

These two statements lead me to report exactly what has happened in my own library and to make certain inferences based upon this experience. This is not intended to be an argument in favor of the general unionization of libraries, but it designed solely to point out one case in which to date it has not been harmful.

It is not true that my library is 100 per cent unionized, but it is true that about 75 per cent of the professional and clerical staff plus 3 members of our building force have formed a branch of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, which in turn is affiliated with the American Federation of Labor.

When last autumn the proposal to form this union in the library was brought to my attention I not only did not oppose it (as in any case I had no right to do, as unions of government employees are permitted by law), but I even considered that it promised possible help in solving the biggest problem with which this library has tried to cope, namely, inadequate statutory salaries, not fixed by the library trustees as is the case in many libraries, but by appropriation bills enacted by Congress.

The NATIONAL FEDERATION OF FEDERAL EMPLOYEES with the American Federation of Labor at its back had already accomplished something of importance. It is safe to say that the wartime or H. C. L. bonuses secured from Congress for all government employees receiving less than $2,500, including those of the library, had been secured by this influence. This organization was likewise able to secure from the President the veto of an appropriation bill a year ago because it contained a rider that lengthened the hours of labor of all the clerical and professional employees of the Govern-

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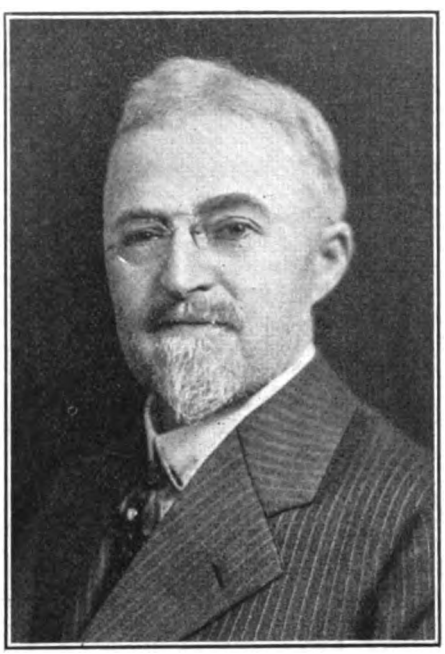
ment from 7 to 8 hours. Members of my staff had directly benefited through these successful efforts of the employees' union. Why should they not become members of the union, they reasoned, and aid in the passage of similar salutary legislation and in the defeat of similar obnoxious legislation?

And so the library branch of the union was formed with approximately 50 members—enough to have a delegate in the larger body. I cannot lay too much emphasis on the fact that the library union movement started from the top, that is, from those members of the staff who have the best training and the finest professional ideals. A large proportion of the library school graduates of my staff are members of the union; the president is a graduate of the Carnegie Library School, Pittsburgh. The avowed purpose of the organizers was to secure a better future for the library and to safeguard it from further disintegration through constant resignations rather than primarily a hope for personal advantage. Emphatically this is not an anti-administration movement. The union is simply, through another channel of influence, trying to accomplish the very things for which the trustees and librarian have been striving by means of official representations. If possible, it has made the members of the staff more sympathetic than ever with the administration through better appreciation of the difficulties which must be met.

THE N. F. F. E. AND THE RECLASSIFICATION COMMISSION

Since the library union has been formed, the NATIONAL FEDERATION OF FEDERAL EMPLOYEES has to its credit still further advances in the direction of improved salary conditions. The H. C. L. bonus for the fiscal year to begin July 1 has been increased from $10 a month as at present to $20 a month, and bigger and better than that, perhaps, is the creation by the last Congress of a Joint Congressional Commission on the Reclassification of Salaries. This body is now taking up in a thoroughgoing way the inequalities and inadequacies of the salaries that prevail throughout the government service. The case for better salaries in this library is so strong that this Commission, which seems to be very broad-spirited and open-minded, can scarcely fail to recommend substantial salary increases. Indeed we have been much cheered by a statement made by the Secretary of the Commission, former Representative Edward Keating, who declared at a big meeting of government employees called by the Commission, that the employees of this library "are grossly underpaid." Librarians generally will be interested in a further statement by Mr. Keating. Speaking of all librarians, he wondered how they lived at all; he thought it must be that the library schools have courses in which the students are taught how to live on much less than other people.

The Joint Commission from the outset recognized the right of the FEDERATION OF FEDERAL EMPLOYEES to have a voice in its deliberations. Not only that, but it has even gone so far in such recognition as practically to encourage all government offices to unionize in order to secure adequate representation on the part of the rank and file in the department, bureau, and office committees which the Commission has asked to have formed. Had



DR. GEORGE F. BOWERMAN

the library not had a union before, one would probably be formed now in order that the employees might give expression to their needs before the Commission.

SCIENTIFIC AND PROFESSIONAL MEN FAVORABLE TO UNIONS

The movement for the forming of unions throughout the Government and the attitude of scientific and professional men toward such unions is well shown by what has just happened in the case of the scientific and technical employees of the Government. They have considered that it was desirable, in order to have their case for better salaries adequately presented before the Joint Commission, to form a union. It is interesting to point out that when the question was raised at a recent meeting of the scientific and technical employees of the Government whether they should form a union to be affiliated with the NATIONAL FEDERATION OF FEDERAL EMPLOYEES or whether they should form a separate organization, it is reported in the press that one of the scientists turned the tide in favor of the union by declaring as follows:

> When we were asking for more compensation before Congress, and were offered, in lieu, longer hours and no increase, did the scientific organization to which we belong lift one finger in our behalf? I did not hear of it. But the Federal Employees Union went before Congressional committees, gave them an idea of our needs and secured for us a bonus, which will begin July 1, to aid in keeping the wolf from the door. Give us the Federal Employees Union.

It is also of interest that the resolution to form such a union of scientific and technical employees was offered by the chief physicist of the Bureau of Standards, a member of the National Academy of Sciences, membership in which is the highest distinction among American scientists. The temporary president of this union is a distinguished botanist of the Department of Agriculture. Apparently a good number of the scientists do not regard the joining of such a union as a backward step or a movement away from a profession to a trade.

LARGE NUMBER OF WASHINGTON LIBRARIANS MEMBERS OF F. E. U.

I understand that a large number of other librarians in Washington are members of the Federal Employees Union. In one instance they have formed a separate branch composed exclusively of librarians and library employees; in other cases they hold memberships through branches composed of employees in the department, bureau, or office where they are employed. In the case of the scientific librarians who now belong to branches of the union in their own departments, bureaus, or offices (such, for example, as those in the Department of Agriculture, where nearly forty librarians hold such membership) members will, perhaps, accept the invitation to transfer their memberships to the new proposed scientific and technical branch, which is likely to embrace several scientific bureaus.

In view of Mr. Henry's concern over the possible unionizing of the library profession and since he is also a university officer, I should like to call attention to the establishment of a union among the professors of the University of Illinois, with the professor of history of that institution as president.

Incidentally, the Washington Public School teaching body, which is generally recognized as unusually professionally minded, has a strong union organization.

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Railway Reorganization Plan

The plan below suggested for the reorganization of the railways of the United States was set forth in an address delivered before the convention of the American Federation of Labor, in Atlantic City, June 10. At the close of his remarks the speaker received an ovation from the delegates, and on motion his address was made part of the proceedings of the convention, and the thanks of the body were tendered him for its delivery.

By GLENN E. PLUMB

General Counsel for the Organized Railway Employees of America

Mr. Chairman, and you men upon whom rests the hope of mankind:

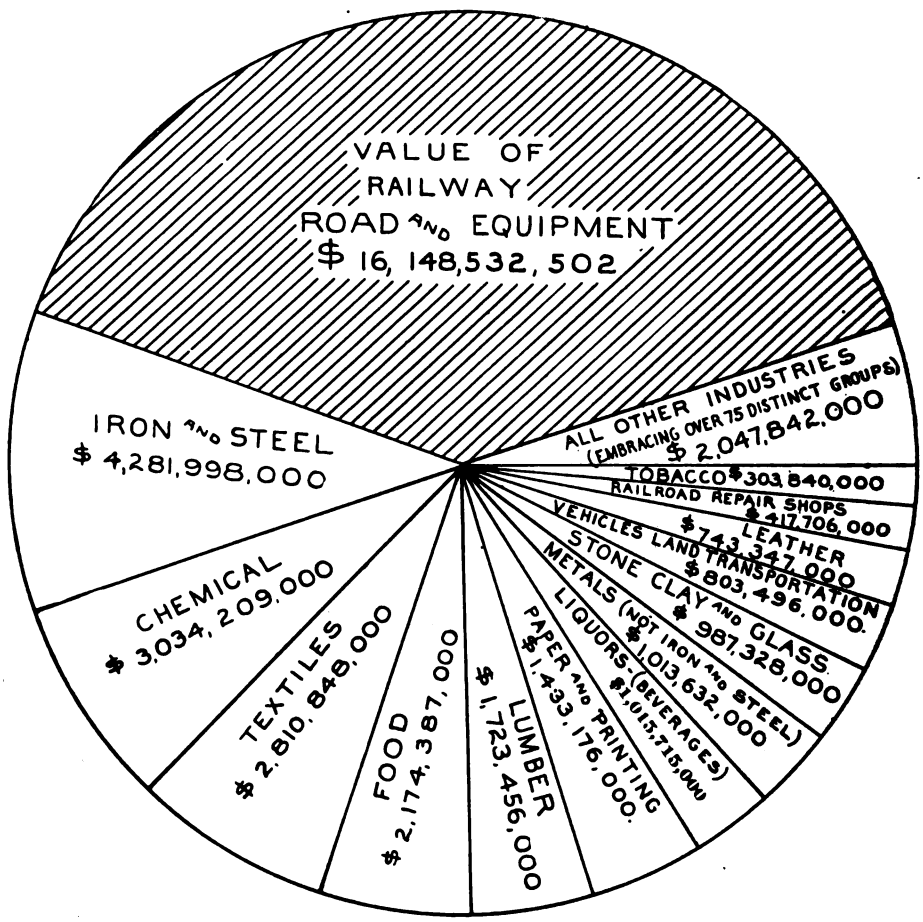
I AM very glad of this opportunity to explain to you the plan which has been endorsed by all of the organized employees of the railroads, and in addition has received a very large endorsement from organizations representing men outside of the railroad employment. Today is particularly the day of all days when human rights are coming to the foreground and beginning to demand full recognition at the hands of those who for so long a time have monopolized control of our industries.

MAGNITUDE AND CHARACTER OF INTERESTS HERE INVOLVED

We have developed a plan for the reorganization of the railroads which recognizes these human rights, which are equal; they cannot be measured in dollars and cents; there is no financial standard by which you can measure the interest of the employee and set it off against the interest of the public, or by which these two interests can be compared with the interest of capital and measured in dollars and cents. The interest of the wage-earner and the interest of the public are human interests and not dollar interests. We have attempted to devise a plan which brought these various interests into sympathy, gave to each one its equal voice of authority, and gave to each its share in the responsibility for the conduct of this great industry.

The railroad industry is peculiarly a national issue; it is not confined to any one locality or to any one industry. The products of every farm, of every mine, of every factory, of every form of production must pass over these railways before they can reach the consumer, and either the producer or the consumer pays the cost of that transportation. Therefore it is an issue which reaches the farthest corners of the nation. It is an issue that is present in every family, in every factory, in every great center, and in the farthest hamlet.

We have designed our plan along lines which recognize these various interests, and before I attempt to explain the plan I want to take just a few minutes to define clearly to you what we have deemed to be the interests of these corporations in the railroads. There is a vast public misunderstanding as to the extent of these interests. This misunderstanding has been fostered through generations of usurpation of privilege and an education among all of our people to consider railroads as merely private property. To get an understanding of the relation of these interests to the public I want to announce just a few simple, recognized principles, and from that will come a clear recognition of the plan which we present.



VALUE OF RAILWAY, ROAD AND EQUIPMENT (ALL ROADS) COMPARED WITH THE CAPITAL OF ALL MANUFACTURING INDUSTRIES

(Accompanying an address of E. B. Leigh, President, Chicago Railway Equipment Co.)

BROAD PRINCIPLES ON WHICH PROPOSED PLAN IS BASED

First, railroads are public highways; we all recognize that; that needs no definition. Public highways are matters purely of public concern. There can be no private interest in a public highway except that which has been granted by the people. And all that did not pass by grant into the hands of the private owners remains a part of the public domain retained for the public benefit. You have frequently heard it said that railroads are private property retained for public use. Railroads are public property in which the public has granted certain restricted private rights, and it is only the right

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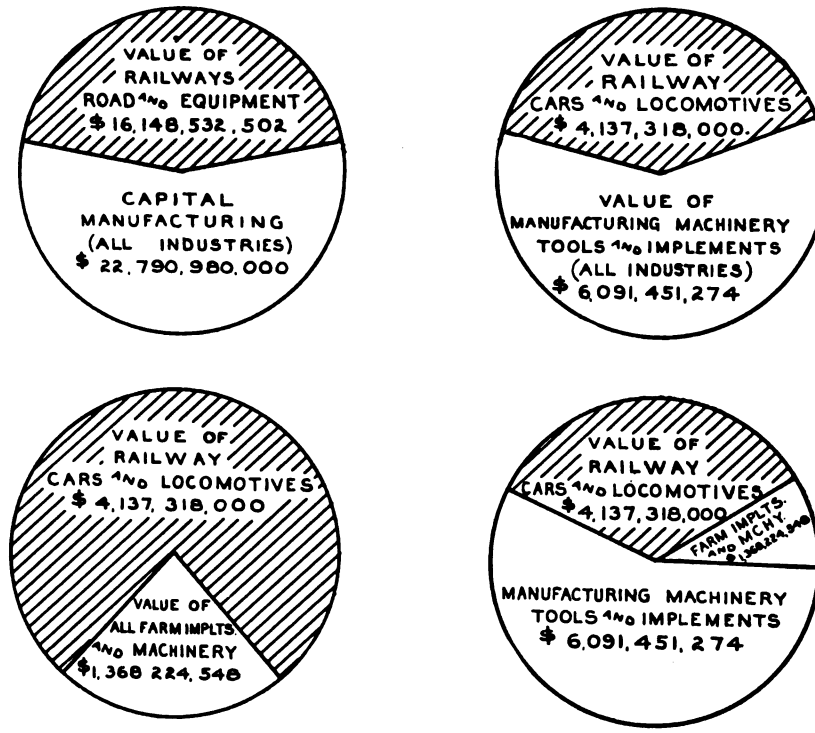
measured by the grant which has passed into private property; all the rest is retained as the public interest in these highways.

Now, how are we to determine what has become private property? By studying the charter of the corporation which has received the grant. And when we look at these charters we find many restrictions on the rights which have been granted. First, you will find this universal restriction, that property can be acquired by these corporations only for the purpose of operating a public highway, and for no other purpose whatsoever. Secondly, you will find the old principle of the common law restricting the powers of corporations written into the constitution of twenty-six states, and written into the statutes of most of the others. It is a provision that has long been overlooked and with which the great multitude of the people are entirely unfamiliar. Illinois was the first state to embody this in its constitution in these words:

> No railroad corporation shall issue its stocks or bonds except for money, labor or property actually received and applied to the purposes for which the corporation was created. Any stock dividend or other fictitious increase of capital stock or indebtedness shall be void.

Can you imagine stronger language than that to protect the people from the usurpations of inflated capital? And yet, in the fifty years since that provision was written into the constitution of the State of Illinois and from that state carried into the constitutions of twenty-six other states, that principle has never been urged in protection of the public right until the four railway brotherhoods presented it to the Interstate Commerce Commission in the valuation proceedings now pending.

Coupled with that provision is another constitutional provision which merely states an inherent power of government but does not create it, and that is this: that the State retains the right to regulate the rates and charges for transportation and to prescribe maximum rates to prevent extortion and discrimination. And that has been construed to mean, in connection with the preceding provision, by the Supreme Court of the State of Illinois, that the State in regulating rates and charges had the power to prescribe any rate which did not deprive the corporation either of its investment or of a fair return upon that investment. An investment has been defined by the Supreme Court of the United States to mean the amount of money actually put at the service of the public. Coupled with that is the requirement of these corporations that they shall maintain this property.



VALUE OF RAILWAY PLANT COMPARED WITH THAT OF AGRICULTURE AND MANUFACTURING INDUSTRY

(Accompanying an address of E. B. Leigh, President, Chicago Railway Equipment Co.)

And again, the Supreme Court has said that that means that they must expend such moneys out of their revenues as would preserve the integrity of the original investment, and if they failed to make such expenditures for maintenance it was equivalent to a withdrawal of investment. So that the right which these corporations had granted to them was merely the right to own and operate these properties and to charge such fares as would give them a return upon their actual investment. And all over and above that was a right which the people had retained for themselves.

THE RIGHTS OF THE PEOPLE HAVE BEEN DISREGARDED

Now, see how those rights have been disregarded. The railroads today show a property-investment account of upwards of nineteen billion dollars, with a surplus of three and one-half billion dollars accumulated out of the earnings, but we find them demanding of Congress at this time that the people guarantee them a minimum of 6 per cent on their property-investment account. The property investment includes the par value of every investment now outstanding. Doubtless they are over-capitalized six to eight billion dollars, and upon that fictitious valuation they are asking your representatives in Congress to fix their returns. That means an attempt to exact from you in the cost of transportation half a billion dollars a year for which they can show no title.

CHIEF FEATURES OF THE PROPOSED PLAN EXPLAINED

Therefore we begin with a valuation based upon the determination of the amount of money which they have placed at our service. We provide by our plan for the immediate acquisition of all of these properties by the Government. To make it a lawful acquisition we must at the same time provide a forum that shall determine the amount of compensation to be paid, and that must be based upon the value of the rights which have been granted, not the rights which have been retained. We authorize the Secretary of the Treasury, when that amount has been determined in each individual case, to issue government bonds in like amount and at the lowest obtainable rate of interest to pay for such a finding after it has been judicially approved by the Supreme Court. When that step is taken we have governmental ownership, but I want you to distinguish clearly between government ownership and government operation, because we make that distinction. By the acquisition of these railroads by substituting government bonds for the outstanding investments we eliminate by this plan private capital. The holders of the securities are placed in a status that is fixed. It is not within the power of Congress to increase the amount of their claim or their returns; consequently Congress and the legislative bodies will not be besieged by the representatives of capital to grant them further privileges. Capital is not represented by

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the obligations of the Government, and a saving in fixed charges would be occasioned, first, by a reduction of the eighteen billion dollars, the amount actually invested, and, second, by the reduction in interest charge which a government security affords over a private security. Also the holders of these securities are no longer interested to monopolize the management of these properties. They are disinterested spectators. And management also becomes as clearly disassociated from capitalistic control as do the legislative bodies. However, management remains, and management must be placed in the hands of the men who know how to conduct this industry.

And remember, all the time that I am discussing management, from this time forth it is a management released from the dictatorship of Wall Street. We provide for management in this fashion. We ask this Government, we ask the people of this Government, to create a corporation for public service, not for private profit. That corporation must be composed of a body of men; therefore we say it shall consist, first, of the board of directors; second, of all official employees; and third, of all classified employees. The board of directors shall have control of this corporation. We suggest that that board of directors be made up in this manner: that the President shall appoint one-third of that board, that third shall represent the public interest; that the classified employees representing the wage-earners shall appoint one-third; and that the official employees, representing the management, shall appoint one-third. This board of directors shall then, in its legislative capacity, have control of the operations of this corporation. Having created the corporation we authorize a lease by the Government to the corporation of all of the transportation systems which the Government has acquired. By this lease the corporation is obliged to pay for that out of revenue, first, its operating expenses, including such sums for maintenance and renewals as the Interstate Commerce Commission may determine from time to time to maintain the integrity of the investment. That is something that has never been done heretofore, as you railroad men well know.

After meeting these operating expenses the corporation must then pay the interest on the outstanding bonds. After having paid that interest it must provide a sinking fund to retire these bonds, and after it has done that then what is left represents what formerly was used for dividends on stock. But now we do not declare dividends on the securities; we declare one-half of that dividend to the public and the other half to the operating corporation, and the operating corporation is to distribute that fund as a dividend on the wages of its employees. We must provide some limit on these dividends, otherwise the employees would have the public at their mercy, and the public has a basic interest in this industry.

We provide that when the amount received by the public as dividends equals or exceeds 5 per cent of the gross operating revenue there will then be a reduction in freight rates and transportation charges sufficient to absorb that proportion of the profits. You might think that would reduce the earnings. It might have a tendency to do so, but every reduction in the cost of transportation is immediately followed by an increase in industrial activity, just as every rise in the price of transportation is accompanied by a decrease in industrial activity. As soon as the rates are decreased there is a greater flow of traffic. At the same time you have furnished the Government hundreds of millions of dollars to be spent in extension and improvements which increase your earning power but do not increase fixed charges, again bringing your level of profits back. At the same time you have furnished the Government with a sinking fund to pay outstanding indebtedness. The natural result of this proposition will be that in time all charges on capital will be eliminated from the operating expense and the cost of transportation.

Now, there is the short mechanical outline of this device, with every tendency seeking to establish lower levels of cost and with the wage-earner secured in that share of the profits which he produces that he is entitled to receive. But if this were all there were in the plan I don't believe I would be interested in it. It is because there is a spirit back of it, there is a soul in this plan; there is the spirit of the day which restores to every individual his opportunity for development.

EFFICIENCY WITHOUT COMPETITION SPELLS ECONOMY IN OPERATION

They say we cannot have efficiency without competition. Why, you men know that under the old condition competition existed only to increase profits, not to increase efficiency. The public benefit resulting from competition was a mere by-product of this play for profits. It was not the purpose of the system, it was a waste product. And you know that the cost of competition undoubtedly exceeded the benefit. Competition is merely an attempt of one party engaged in a transaction to get more profit away from another party, and for every private benefit resulting from public competition there is a corresponding private loss.

Who was interested in competition? The man who benefited by it, the man who received a little greater compensation because he carried on this system of grabbing from another. Now, you know that only a few men at the top of this system got any more money because of the drive of the competitive system. They were actuated by the hope of increasing their gains, but all men below those few were driven into competition by fear—fear that they would lose their jobs if they did not produce more profit for another, or fear that their position the next day would be worse than it was then. Why, men, fear is the poorest incentive on earth upon which you may build efficiency. The man who fears conceals the defects; he does not seek to overcome them. Hope is the inspiration of free men; fear is the incentive of slaves. We would have this inspiration, this glorious hope of free men extended to every man in the employ from the president of this great corporation down to the humblest office boy; we would have them all know that they shared in the profits of their own efficiency and in the efficiency of all. We would have every employee know that the road was open to him clear to the top if he could earn it, and that there was no power in existence that could stay his progress if his service was worthy of that reward. Why, with such an incentive what efficiencies could we accomplish, what economies could we make, what services could we render?

And the public, the great body of people who must pay this cost, would then know with assurance that they were not paying more than was necessary to operate these properties and to procure the assistance of every employee. Instead of being the servants of a system the two million and more employees on these railroads can be made the most efficient arm of service for the people of the country the world has ever seen, if you give them authority and responsibility. Without authority and responsibility they are merely automatons. There is no spiritual uplift in their work—there is no reason why there should be. But with this right restored to them they become really an army for the service of mankind and assured of the reward which that service demands.

A GREAT VISION—THE VISION OF INDUSTRY FREE

This is the plan. I have put it before you very briefly. It introduces into industry the fair control of that industry which the producer should enjoy. It gives to those who know

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most about the industry the formulation of the rules, the methods, and the practices to be followed, and it takes away from those who have political motives, those who are seeking only private profit all control of that industry which is the life-blood of this nation.

You have selected great men for your leaders; they have been worthy of that trust in the organizations which they represent. There is the iron-jawed Stone at the head of the engineers; the clear-eyed Shea; the battle-scarred but valiant Lee; and Garretson, that Lincoln of the laboring man. These four, not representing the American Federation of Labor, but the first to adopt this idea, are now joined with your leaders. Here is the diplomatic Jewell; the great, big, strong Ryan; the studious Forrester; and so I could go on naming all of them. And they have given it their heart's best thought and they believe in it. They will not lead you astray. They have seen a great vision; the vision of industry free.

We hope you will study this plan. . . . We hope that it will meet with your approval, because it applies not only to the railroads—though it may be applied there first—but it applies to every industry based on a grant, monopoly, or privilege, and I believe it embodies a step in industrial development in advance of anything that has been heretofore suggested.

The future of the world lies in your hands. I do not mean to say that that future depends upon your acceptance of this plan, but the plan which you adopt for the solution of our industrial problems does involve the stability of civilization. Generations yet unborn will look back to this convention of the workers of America, and they may date the regeneration of all mankind from this meeting. It is said we cannot succeed with this plan. Don't you believe it; we can succeed with it. It is a question not to be determined by this Congress; it must be determined by the American people, and when the voice of the American people speaks Congress will obey. Not only Congress, but every other division of Government must obey the voice of our people, and that voice is growing stronger and stronger every day.

Two million men through their organizations have already endorsed this plan—two million men in the railway employ. Organizations representing three-quarters of a million farmers have endorsed it through their officials—there was no opportunity for them to endorse it in convention. The Non-Partisan League of the Northwest has also endorsed it through its officers, and we will have the convention endorsement from that great body. That means a million votes; the farmers, two or three million votes; the railroad organizations certainly mean three votes for every man; and with ten million voices raised to reconstruct industry on this plan or any other plan upon which they agree means absolute control, and it rests in your hands.

I thank you.

The British Labor Movement

The question is often asked on this side of the Atlantic, What is the make-up of the British Labor Movement and what are the relations existing among the several agencies commonly grouped under that term? The article which follows gives, it is thought, a clear and concise answer to the question

By **FRANK DILNOT**

Editor of the "Daily Citizen," formerly the Official Organ of the Labor Movement in Britain.

(In *The Public* of June 7, 1919)

CHANGING with the times and developing its program and functions with the necessities of after-war conditions, the British Labor Movement remains fundamentally in the same form that has done such good work in the past. The Labor Movement in Britain is essentially democratic in that it affords scope for development along various lines. Its composition gives it elasticity, which is above all things necessary where effective action is required under complicated and far-reaching circumstances.

WHAT THE BRITISH LABOR MOVEMENT EMBRACES

The Labor Movement is the comprehensive term which in Britain includes Socialists, Trade Unionists, Cooperators (although the latter are not all members of the movement). The entire Labor Movement probably comprises between four and five million active members representing at least twenty millions of the forty-five millions of population. It is divided into different spheres of activity, although these spheres overlap, sometimes to a considerable extent. First of all there is the Trades Union Congress, which is the name for the combined trade unions of the country—the vast bulk of them—united under that specific title. They maintain headquarters in London and every year hold a week's conference which is a veritable Parliament of Labor. Each union has its various lodges scattered throughout the industry, and at the local headquarters the officials are drawn from these local lodges. The union as a whole selects delegates to attend the annual conference. At this conference a long schedule is discussed—new problems for legislation, new proposals for industrial action, suggestions for meeting immediate contingencies, questions of administration in a score or more of industries. Practical action is decided on in many things. Theoretical resolutions give an opportunity for debate and discussion on principles. Altogether it is one of the most practical and active Parliaments that the world knows. Hours of labor, wages, conditions, are of course the bedrock of all work, and law making in England during the last twenty years has been enormously influenced by the proceedings of the Trades Union Congress.

THE LABOR PARTY CONCERNED WITH POLITICAL ACTION

Another section of the Labor Movement is what is known as the Labor Party, which is concerned with political action even as the Trades Union Congress is concerned with industrial action. The Labor Party has also its headquarters in London and has local branches throughout the length and breadth of the land. These local branches, concerned largely with local laws and local conditions, provide also the moving spirit with regard to national affairs so far as political action is concerned. Sometimes when a local party is very strong and there is a chance of success, a candidate for Parliament, indorsed and largely financed from London headquarters, is put forward when a vacancy occurs. That is how it comes about that the labor members have their seats in the House of Commons. The Socialists as well as the Trade Unionists are members of the Labor Party, and indeed some of the extremists like Mr. Philip Snowden and Mr. Ramsey MacDonald have been among its most potent driving forces. The embodied Socialists, however, as distinct from Trade Unionists, probably do not number more than about forty thousand.

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These include the members of the Independent Labor Party, which is a distinctly socialistic body of very advanced views. There are other Socialists of course of an intellectual type and less forceful in their methods and actions, such as the literary thinkers and others who are members of the Fabian Society. There are about four million members of the Trades Union Congress, and of the three million members of the Labor Party most are also members of the Trade Unions. That is what I mean when I say they are overlapping. There are, however, some, as for example the Socialists, who are not members of the Trades Union Congress, and there are also some unions, namely, the engineers, who until recently were not for some special reason affiliated to the Trades Union Congress.

Of course in practice the chief men like Mr. Arthur Henderson are leaders of both sides of the movement, for Arthur Henderson, while Secretary to the Labor Party, is also probably the most influential Trade Unionist in the country. The labor members also are nearly all of them Trade Unionists.

INFLUENCE WIELDED BY THE UNITED LABOR ELEMENTS

All the various sections get together in any big emergency affecting labor as a whole. For instance, there was a national conference of the Labor Movement on the question of conscription. Each body is definitely represented in proportion to its membership, and four or five hundred individuals who assemble represent a collective body of about five millions. It can easily be seen how such a gathering must sway the course of public policy in Britain. Everybody—most of all the Government—realizes its potency. Of course, it is only in the case of national emergency that the whole movement comes together in this way. Generally the Trades Union Congress and the Labor Party and the Socialists have their discussions and form their policies and actions separately, because they differ in a good many things, although their general trend of thought is along the same lines. There is, however, loyalty to the will of the majority, whether in separate sections or in the Labor Movement as a whole. For instance, during the war there has been diversity of opinion as to whether labor men should accept seats in the Cabinet.

IDEAS CRYSTALIZING AROUND A BIG NATIONAL PROGRAM

The Trades Union Congress is more conservative and more practical than the Labor Party with its political objects. The Labor Party of course includes the strong socialistic element that is overshadowed in the Trade Unions by the purely industrial side, although I dare say a very large part of the Trade Unionists would class themselves theoretically as Socialists. But this is such a broad term that it means little unless translated into specific action. The moneyed class of Britain only a few years ago was denouncing Mr. Lloyd George's schemes as wildly socialistic, although as a matter of fact he is far from being a Socialist. The advantage of the composition of the Labor Movement, which like the British Constitution has been made piecemeal with a view to adjustment for immediate necessities, is that each section can push its aims and objects, presenting what it believes to be most important, thus giving an opportunity for examination among all members of the movement, an examination which leads to approval or criticism and makes for a general coordination of aims. In the upshot there comes a crystallization of certain big ideas, as for instance at present on the nationalization of the railways. It cannot be doubted that with the war at an end a thorough reform of the land system will be in the forefront of the program of the united movement, a reform which will comprise provision of proper housing accommodation at equitable rents, the provision of land on the countryside for those who desire it and the consequent opening up not only of a healthier but a more prosperous material life.

Various developments such as the shop steward organization are now going forward. They will not revolutionize the Labor Movement; they may stimulate it. The Labor Movement in Britain gains some of its essential strength from its fluidity, its readiness to rearrange its various parties for the needs of the moment, and a desire and determination to grow in any direction that will make for its strength.

With the Wage-Earners

Typical happenings which show the trend of events in the lives of the wage-earning multitude—among other things, toward a shorter workday, the greater solidarity of the workers, and the necessity for a greater measure of public control over the cost of living.

SIX-HOUR DAY PRACTICABLE, SAYS BRITISH EMPLOYER

A BOOK written by Lord Leverhulme, British manufacturer, in favor of the six-hour day, will make interesting reading for American chambers of commerce and manufacturer's associations, says Prof. Wm. F. Ogburn, formerly of the University of Washington, in a review of the book published in the *Monthly Labor Review* of the United States Bureau of Labor Statistics.

Lord Leverhulme is pictured as anything but a moralist, a sentimentalist or a fanatic, and is strongly opposed to all forms of philanthropy and charity. "He is a hard man," writes Professor Ogburn, who quotes the Britisher:

> There could be no worse friend to labor than the benevolent, philanthropic employer who carries his business in a loose, lax manner, showing "kindness" to his employees.

In the book are several pages of evidence to show that by using machinery continuously at its highest point of productivity for two six-hour shifts, the worker will produce more than under present systems. Lord Leverhulme thinks the time is ripe now for the six-hour day in England with the same wage rate as is now paid for eight and ten hours. He favors not only high, but still higher wages, but wants the employees to share in the profits of industry. His profit-sharing plan, which he terms "copartnership," is in no sense the usual American substitute for a living wage, but is a return over and above the trade-union rate of wages and acts in no sense as a bar to further wage increases.

He wants to abolish poverty, and in advocating good homes for the workers would limit the number of houses on an acre of ground so that every home would have a garden.

According to Lord Leverhulme, industrial success is concerned quite as much with consumers as producers. Many leaders of industry have seemed primarily concerned with production, and their interest in consumption consists largely in marketing. Lord Leverhulme seems to have a broader conception of marketing and makes his social philosophy turn a good deal on this point of consumption. Raising the standard of living means creating a market. Hence, higher wages are good because they mean a better market.

"Ninety per cent of the consumers of the United Kingdom are workers," he says. "The six-hour day means two more hours of leisure, which furnish opportunity for education, the higher

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life and the expenditure of more money, thus improving the market. The plan of two shifts means enabling the non-spending unemployed to become consumers and thus to develop the market. It also increases the purchasing public."

Professor Ogburn says Lord Leverhulme's conception of reform is along lines of increased production of commodities of wealth at a lessening cost of production per unit, at the same time shortening hours of labor and paying higher wages. The foundation stone is increased production.

FIVE-DAY WEEK IN FORCE IN SEATTLE

No longer will the building trades in Seattle labor on Saturday. In the future five days a week will constitute their limit of toil. The new working schedule is the result of a referendum vote taken last January and made effective May 3. The five-day week is expected to relieve the present over-supply of labor resulting in the return of soldiers and sailors. The trades affected are plumbers, carpenters, structural iron workers, building laborers, asbestos workers, electricians, steam fitters, elevator constructors, bricklayers, hoisting engineers, roofers, pile drivers. The plasterers, lathers and painters have had a five-day week for some time.

EIGHT-HOUR DAY MAKES GREAT GAIN IN FRANCE

In France organized employers have notified their striking garment workers that the eight-hour day and the 44-hour week will be established and the union recognized. The employers first refused to grant any demand or to recognize the union, but the workers' solidarity gradually forced them to a complete surrender.

The 25,000 striking bank and bourse employees won an 11-day strike against the kings of finance when Minister of Labor Colliard, acting as arbitrator, ordered a 30 per cent wage increase for several large institutions. Other establishments in this city and the provinces will pay rates according to circumstances. The strikers' demands for holidays and improved working conditions will be worked out through a committee. The bankers refused to recognize the Bank Clerks' Union despite the fact that the French law guarantees workers the right to organize and legalizes collective bargaining. The Minister of Labor was accepted as sole arbitrator when he threatened to requisition the banks and conduct them as state institutions.

The Boot and Shoe Workers Union has compelled employers to sign an eight-hour agreement that will run for three years. The eight-hour law enacted by parliament last April provides that its details shall be left to agreements between employers and employed in each industry.

ORDER OF RAILROAD CONDUCTORS TO JOIN A. F. OF L.

The Order of Railroad Conductors, which recently completed its convention in St. Louis, voted to make application for admission into the American Federation of Labor. Such a step had been under advisement for some time past, but had been deferred until the present convention. A. B. Garretson, chief executive of the conductors since 1906, has retired from that position.

ESSAYS ON UNIONISM IN WYOMING PUBLIC SCHOOLS

To develop a knowledge of trade unionism among high school and eighth-grade students the Sheridan County (Wyoming) trades and labor council promoted an essay contest. The first prize in both cases was won by a girl. The eighth-grade winner declared that one of the principles of organized labor is discipline. "When that has been established." she said, "it is not difficult to accomplish their other aims." "Poor wages make people dissatisfied and dissatisfied people can be led to do very nearly anything," was the philosophical comment of this schoolgirl, who would make a good adviser to certain employers and editors.

ACTORS' UNION IN ENGLAND MAKES SUBSTANTIAL GAIN

The newly formed Actors' Association in England has obtained an agreement with the Managers' Association for a uniform contract which remedies most of the grievances under which the rank and file of the stage have suffered. The chief points of the agreement are, for a week of eight performances, a minimum of $15; for each rehearsal of not more than six hours, $2.50, except for actors receiving $50 a week; double pay for Sunday rehearsals; no Sunday rehearsals except by mutual arrangement.

"BIG FIVE" DICTATE FOOD PRICES TO THE COUNTRY

Federal Trade Commissioner William B. Colver, in addressing a meeting of the National Wholesale Grocers' Association, held lately in Cincinnati, declared that the meat packers "will absolutely dictate to the people of this country what they shall eat and what they shall pay for it," if present tendencies are not stopped.

"You are told the Federal Trade Commission carries a sword with which to smite American business," he said.

I tell you that the Federal Commission carries a shield which it places over American business whenever a business concern appeals to it against unlawful interference and unfair competition. As a result of the investigation into the operations of the beef companies and the reports it made to the government, it has brought down the bolts of the Jove of beef upon their heads.

I read one of Wilson & Co.'s advertisements published a few days ago, which described for the delectation of the "dear folks" an imaginary dinner at which not only the steak and lard in the biscuits came from Wilson & Co., but so did the butter, the canned peaches, the olives, the catsup and the coffee. The salt and pepper may have come through the regular channels of food purveying.

Shall we, the people who have just poured out our blood and treasure in France to end the "ruthless efficiency" of the Hun sit silent while the same commercial kultur comes to its perfect flower in this country?

WOMEN DO 22 PER CENT OF THE NATION'S WORK

Eight million, or 22 per cent of all persons engaged in gainful occupations in the United States are women, according to the Women's Division of the Federal Employment Service.

Of this 8,000,000, more than 1,000,000 are women and girls employed for non-monetary returns on home farms. Roughly calculated, 19 per cent of all paid employees in 1910 were women and girls who need employment information at some period in their lives.

LESS THAN LIVING WAGE PAID WOMEN IN LOUISIANA

A survey by the Louisiana State Council of National Defense shows that 12 per cent of the women in the state are not paid sufficient for existence. Wages, hours, living conditions, fatigue, and accidents are estimated. Wages are the substance of the situation. The figures obtained on working women of New Orleans cover 11,383. The factory inspector estimates 13,536 are employed in industry. During the last five years wage increases have reached 60 per cent, not sufficient to cover the living expenses by nearly 20 per cent. Twelve per cent of the working women are earning less than the minimum for existence, $6 a week. Forty per cent receive under $9, which is considered the minimum comfort wage.

Accidents among women are startlingly on the increase, with three times the number of accidents as five years ago, with only 66 per cent increase in the number of workers. The workers receiving the lowest wages are more than twice as liable to accidents and injury as any other.

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The Department of Labor

In our last issue the writer traced the growth of the movement leading up to the creation of the Department of Labor in 1913. Below are explained the purposes and organization of the Department and the changes made to the end that it might function to the greatest advantage in connection with the winning of the war.

By HON. LOUIS F. POST
Assistant Secretary of Labor

SOME LARGE PROBLEMS UNDER THE DEPARTMENT OF LABOR

IN ADDITION to the broad powers conferred upon the department in the language of the Organic Act quoted above, there were transferred for supervision four already existing bureaus: the Bureau of Labor Statistics, the Bureau of Immigration, the Children's Bureau, and the Bureau of Naturalization. Two of these at first view have small connection with labor; yet viewed in a larger aspect they have a very intimate connection. The Bureau of Immigration, for instance, is charged with the administration of the laws with regard to the exclusion or admission of persons from or to the United States. Nearly all of those who are thus excluded or admitted are, or will be, wage earners; and the throwing of large numbers of people annually into the labor market is a labor problem of the first magnitude. In addition, there are certain other laws which the Bureau of Immigration was charged with enforcing. There was, for instance, the Chinese Exclusion Law, the basis for which is the protection of American wage earners against the influx of large numbers of persons of alien habits and customs who could not readily be assimilated into our national life and who would not readily adopt our American standards of living. The reasons for their exclusion were labor reasons. The American wage earner could not compete with them nor accept the same wage without reducing himself to the same standard of living. For a similar reason the Contract Labor Law had been enacted. American labor had determined that it would maintain certain standards of living. So long, however, as the employer could go to foreign countries and hire men who were satisfied with the lower standards, just so long were the American standards in danger. For this reason the Contract Labor Law was enacted. It forbade any agreement between the foreign wage earner and the American employer until after coming to our shores. So, while the regulation of immigration was not necessarily a function of the Labor Department, it was particularly important, because of its incidental labor relations, that the supervision of this Bureau should be in the hands of the Secretary of Labor.

WHY BUREAU OF NATURALIZATION IS UNDER LABOR DEPARTMENT

The reasons for this supervision of the Bureau of Naturalization are not clear, but are very distinct, nevertheless. For after all, naturalization is only the final stage of immigration. It is true that the immigrant is physically in America the moment he lands upon our shores, but he is not actually a part of America until he has assimilated American ideas, has learned something of our language and customs and has become in a very intimate sense a real part of America. It is very important that he should absorb the customs and habits and standards of American life, for unless he does so he is a menace to our wage earners. He must either come up to their standard or they must come down to his. It is important, therefore, that the Bureau of Naturalization also should be within the Department of Labor.

CHILDREN'S BUREAU AND BUREAU OF LABOR STATISTICS INCLUDED

With regard to the Children's Bureau and the Bureau of Labor Statistics, the reasons for their inclusion are very apparent. The latter deals wholly with labor matters and the former almost wholly with the children of wage earners. It concerns itself with child life and child welfare and those things that are determined largely by the working conditions and living conditions of the parents, 90 per cent of whom are wage earners. You have seen, for instance, in the recent Report of the Secretary of Labor the thermometer chart prepared under the direction of Miss Julia C. Lathrop, Chief of the Children's Bureau, showing the effect of low wages upon the death rate of children. Where the salary of the father is under $450 a year, the average death rate is 170; where it rises to between $450 and $549 a year the death rate falls to about 135, and so on progressively, each increase in salary meaning a decrease in death rate until in the case of parents receiving $1,250 and over per annum, the death rate of infants is only a trifle over sixty. Roughly speaking, trebling the salaries of parents lowers the death rate of their babies to one-third. So we see that, after all, a subject which seems quite remote from the labor problem, a problem such as the health of infants, is only a matter of wages.

IMPORTANT POLICIES DEALT WITH BY THE NEW DEPARTMENT

In the organization of the new Department the Secretary had to settle many questions with regard to policies. There was, for instance, the exact manner in which the Department should represent the wage earners. Both wage earners and employers had in the past asked for very many things, some of which were reasonable and some of which were not. The Secretary held very early in the history of the Department that although the Organic Act charged the Department of Labor with the promotion and welfare of the wage earners of the United States, it did not charge it to foster, promote, or develop for wage earners any special privileges.

Difficulties also arose with regard to organized and unorganized labor. The Department was not charged with special consideration for any kind of labor, but rather for all labor regardless of organization. There was no indication that the wage earners in whose behalf the Department was created should consist only of such as were associated in labor unions. Inasmuch, however, as it was ordinarily only through organization that the many in any class or in any interest could speak with reference to their hopes and aspirations, the Department found itself under the necessity of turning to such labor organizations as existed and such as might thereafter come into existence for definite and trustworthy advice on the sentiments of the wage-earning classes. Really, while conferences with unorganized wage earners were welcome, official intercourse with individuals had practical limits which organization alone could remove. Mani-

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festly then, the Department of Labor found itself faced as a Department with inviting the confidence and encouraging the cooperation of responsible labor organizations and their accredited officers and committees, if it was to subserve its prescribed purpose through an intelligent and effective administration of its authorized functions. While the Department of Labor maintains friendly relations, therefore, with labor organizations, as in the interest of all wage earners and of the general welfare it ought to do, nevertheless its attitude has never been exclusive. Similar relations with unorganized wage earners and also with employers and their organizations to the extent which they themselves have permitted have been likewise a guide and a duty of the Department. The great guiding purpose, however, the purpose that has governed the Department of Labor at every turn, is the purpose prescribed in terms by the Organic Act, namely, promotion of the welfare of the wage earners of the United States.

MARKED SUCCESS ATTAINED BY THE CONCILIATION SERVICE

Among the additional functions conferred by the basic law was one conferred upon the Secretary personally. The Act charged him with acting as Mediator and gave him power to appoint Commissioners of Conciliation in industrial disputes when the conditions in his opinion warranted such action. Here was a very delicate situation, indeed, for although the Department had the interest of wage earners in charge, it was open to the charge of being extremely partial to those interests and hence of not being in a position to judge between employers and employees. This problem was solved by simply not attempting to judge between them. A conciliation staff was organized in the Department, the duty of which was to adjust disputes when invited by either side. It does not attempt to judge between the disputants. The conciliator who enters in a case of a dispute between employers and employees does not do it as a judge or an arbitrator, he does not render a decision—he is a friend to both sides.

The success of this policy is shown by the increase in the volume of cases. The Conciliation Service has received little publicity, but has gone upon the old business principle that a pleased customer is the best advertisement. During the first year only thirty-three cases were adjusted. The second year thereafter this number had jumped to 227, and in 1918, after another interval of two years, to 1,217. During the war about 2,300 cases were handled, and in only 100 of them did the Service fail to make a satisfactory settlement.

THE EMPLOYMENT SERVICE—ITS WORK AND ESSENTIAL CHARACTER

All the machinery necessary to fulfill the functions given to the Department by the Organic Act did not exist within the four bureaus which I have just mentioned. The great primary need of the wage earner is employment, and there was no machinery existing in the Department by which it could assist wage earners in securing employment. There was, it is true, a Division of Information within the Bureau of Immigration, which was charged with the duty of supplying to immigrants and others certain information with regard to the possibility for employment in the various States. Its funds were limited, however, and its possibilities for further development very slight. Despite this serious handicap it had extended its work and during several harvest seasons had been very beneficial in securing assistance for the farmers of the Middle West, particularly in the great wheat belt. The emergency produced by the war wiped out old prejudices, and many who had hitherto been opposed to the extension of the Federal Employment Service became earnest advocates of it, even though only as a matter of emergency.

So urgent had the necessity for national intervention become that the President in the fall of 1917 advanced to the Department from his own funds an emergency appropriation of $825,000 to supplement a smaller appropriation of $250,000 by Congress. This was the nucleus for the organization of the Employment Service. By a secretarial order the United States Employment Service, which up to that time had been a subordinate division of the Immigration Service, was formally launched as an independent branch of the Department itself. It has since been recognized by Congress and has been extended until today we have a vast network of national employment exchanges totaling upward of 750 in number. [A sketch of the United States Employment Service by D. M. Reynolds of the Council of National Defense appears in the January (1919) issue of THE FEDERAL EMPLOYEE.]

No matter what opposition there was to the permanent retention of the Employment Service a year ago, I dare say there are few in America who would advocate its abandonment now. Our country is too great, too vast, and labor is too fluid for us to consider the establishment of an employment service upon anything less than a national scale. Only a national agency can adequately distribute the surplus laborers who gather here and there. There may be many opportunities for profitable employment in one State while men walk the streets begging for work in another. The agency which brings these two together is not only of inestimable benefit to the wage-earners and employers alike but is also a great creator of national wealth, for otherwise the product of these workers would be lost forever to the nation.

WAR-TIME POLICIES AND AGENCIES OF DEPARTMENT OF LABOR

Everyone realized, however, that all the functions of the Department of Labor could not be served by the addition of even a Conciliation Division or an Employment Service to its already extensive organization. There were many other functions embraced within the meaning of the Organic Act, and the need of a number of other agencies became very acute in the fall of 1917.

During peace time the importance of labor was not generally realized throughout the country as it was realized in the Department of Labor. But with the coming on of the war everyone saw the necessity for close teamwork between military and industrial activities. Consequently, labor problems came to the fore. After a trip through the West for the settlement of industrial disturbances which had accumulated west of the Mississippi, the President's Mediation Commission, of which the Secretary of Labor was Chairman, called attention to a very serious situation. That Commission pointed out that there were a great many producing and labor-employing branches of the Government, and that there was no single definite labor policy. For that reason the Commission recommended the setting up of a centralized labor administration to unify the divergencies in policies. About the same time the subject had attracted the attention of the Council of National Defense. As a result of this unanimity of opinion the whole matter was laid before the President, who during the first week in January, 1918, requested the Secretary of Labor to undertake the formation of such a War Labor Administration.

The Secretary's first step was to call together an Advisory Council composed of representatives of various interests, with ex-Governor John Lind, of Minnesota, as Chairman representing the general public. That Council remained in almost continuous session for nearly a month. The plan of organization recommended by that Advisory Council was not followed exactly throughout, but it was adhered to in principle, and the present organization of the Department of Labor

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Editorials

A FOURTH OF JULY REFLECTION

What paradox can this old world supply more startling than this: that in order to behold, amid a civilized people, a perfect despotism, the student of governmental systems must today come to the capital of the United States—a nation dedicated at its birth "to the principle that governments derive their just powers from the consent of the governed"?

We celebrate this month the Fourth of July, and throughout our land the immortal Declaration of Independence will be read—read, we hope, with added appreciation, mindful of the fact that since last Fourth many millions of subject peoples have, largely through our efforts, been put in the way of realizing self-government. Yet, in the capital of the United States, practically within the shadow of the halls of Congress, the representatives of the countries which comprise the civilized world find here, not a city representative of free government and a free people, but representative of the antithesis of these; find, instead, an object lesson representing the very negation of all that our nation should stand for governmentally.

Many years ago, Senator Blair, of New Hampshire, fittingly characterized the District of Columbia as "a drop of poison at the heart of the Republic;" and such it is. With a population larger than that of Virginia at the time our national Constitution was adopted, and as large as that of about a half dozen existing States, the District of Columbia is without representation in either House of Congress, and, furthermore, may not choose the humblest of its public servants, legislative, executive, or judicial. Its people (about two-ninths of whom are colored) are intelligent, law-abiding, and patriotic, but have no say as to the taxes they are required to pay, their schools, their courts, their streets, their police and health regulations, or the control of their street car, gas, electric light, water, or telephone service. Naturally, Washington is a "happy hunting ground" for large owners of real estate, especially where unimproved, and for public service corporations, and the poor little federal employee is compelled to "stand and deliver" at every point. The very public improvements, paid for by national taxation, are capitalized in real estate values, to his financial detriment. Opportunity for effective protest is denied him; all he may do is petition.

It is said that the District was given its anomalous status by the fathers of the Republic (who, however, did accord it *local* self-government, which was not taken away until about 1878) out of fear that the action of the mobs of Paris in overawing the French national legislature might be duplicated here. This fear, however, has proved groundless, and it is worthy of note that the people of no other national or state capital are denied representation in their legislature or denied local self-government.

There is now pending before our National Legislature a measure (House Joint Resolution 32) proposing an amendment to the Federal Constitution to extend suffrage to the residents of the District of Columbia "for the purpose of representation in the Congress and among the electors of President and Vice-President and for the purpose of suing and being sued in the courts of the United States." The great majority of the people of Washington, including the federal employees, are vastly more interested in the restoration of *local self-government*, with its control of matters intimately affecting their daily life, than they are in representation in Congress, but they feel that the Joint Resolution above mentioned is at least a step in the right direction. The Representatives in Congress would at least be the choice of the people of the District and accountable to them.

Representation and local home rule are everywhere vitally important elements in the welfare of useful members of society, and local branches of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES as well as individual members will do a good work in urging on their Senators and Representatives in Congress the passage of House Joint Resolution 32, which will enable hundreds of thousands in the national capital, including of course federal employees, to have a voice in the government whose laws they must obey, to support which they are taxed, and for which many have, in the Civil War, the Spanish War, and the great struggle but recently closed, laid down their lives.—G. A. W.

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LABOR'S GREAT CONVENTION

The convention of the American Federation of Labor, which is in session as this is written, is an event of transcendent importance in these critical days. It is fortunate indeed for both this country and the world at large that this stabilizing force, the effect of which can hardly be exaggerated, is in the prime of its power and usefulness. The part played by the Federation when, virtually without warning, it was called on for the stupendous work demanded by the exigencies of the World War, is the conclusive answer to those ever wont to cavil and sneer at the nation's organized toilers.

It is yet too early, of course, to pass judgment on the achievements of the present convention. Enough has been done, however, to stamp its proceedings of vast moment to the future, and thinking people in all lands are following its deliberations with tense interest.

As will be seen by reference to other pages, matters of special concern to federal employees have been thus far in no wise neglected, and there is every reason to believe that the well-being of our membership will be materially promoted as the result of the Atlantic City meeting.—J. G. G.

NFFE

CHEAPNESS THAT SPELLS BENEFICENCE

A fundamental truth was voiced by the American Federation of Labor at its recent annual convention at Atlantic City when, in a resolution welcoming scientists to its ranks, it used these words:

Whereas, The increased productivity of industry resulting from scientific research is a most potent factor in the ever-increasing struggle of the workers to raise their standards of living, and the importance of this factor must steadily increase, since there is a limit beyond which the average standard of living of the whole population cannot progress by the usual methods of readjustment, which limit can only be raised by research and the utilization of the results of research in industry.

Probably the most familiar illustration of the truth of this is supplied by mechanical invention—a "technical application of the results of research." The locomotive, the steamship, the power loom, the printing press, may "put out of a job" a few individuals, but the number thus adversely affected, relatively speaking, compared to the number benefited, is as a grain of sand to a giant boulder. Often, too, instead of driving out the prior occupant of the field, the invention actually increases his opportunities. Teamsters thought that the advent of the locomotive would put them out of business, but so vast a field did it open that, although one locomotive eventually did the work of thousands of teams, many more teams were used than before, and *mainly in connection with the railroad.*

Long ago, workers in the crafts formed mobs and smashed machinery. Today, the skilled artisan welcomes the advent of machinery and labor-saving devices. The driving wheel, piston rod, walking beam and flying shuttle feel no weariness. The operator usually receives more than did the hand worker of old, and millions share in the benefits of the resulting cheapness. This cheapness is synonymous with economy, and its operation is beneficent. It is not to be confounded with the cheapness that follows from low wages, long hours, and production under unwholesome conditions. Such cheapness, if cheapness it may be called, is fearfully expensive in the long run, for in the hour of a nation's peril it is found that its victims—those sacrificed to obtain it—are a *national* liability. Great Britain learned this in the war just closed, and in our own house there is much glass, so that we cannot, with good grace, "throw stones."

It, however, behooves the workers of a nation (and it is the special duty of organized labor) to see to it that the benefits of invention shall not be limited to a few, and, above all things, that an invention shall not become to any an engine of oppression. We want the power printing press, but if it is necessary that a human being shall perform the soul-deadening work of "feeding" a revolving cylinder successive sheets of paper, let the working day consist of but a few hours, and the compensation be a full day's wages. Drudgery should be paid high, not low. It is the least attractive field of labor and should be compensated accordingly. John Ruskin and William Morris were eternally right in insisting that society should see to it that no industry should be so conducted as to stunt, much less deteriorate the worker. This can be avoided if it is kept steadily in mind that industry must not be the end itself, but the means to an end, which end is human welfare.—G. A. W.

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As Seen by Chairman Lehlbach

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with safeguarding and increasing them to a degree which the employees as individuals would be unable to achieve. It removes all force from the argument with which demands for a betterment of conditions might be met, that is, that by reason of a pension system wholly supported by the Government they are the prospective beneficiaries of largesses from a paternalistic government. It converts what by many might be deemed a charity into a sound business arrangement and is compatible with the dignity and self-respect with which the vast body of government employees are imbued.

Great bodies move slowly. Congress is a great body. The spur to which it responds is public opinion. It is up to those desiring early legislation on this subject to keep public opinion on the job.

Recent Work of Our National Organizer

Since our last report of National Organizer Peabody's activities, his work has been done in the East. In cooperation with other friends of the cause Brother Peabody was successful in forming a local among the employees of the Government Arsenal at Watertown, Massachusetts. While in New England he gave considerable time and attention to jurisdictional matters at Portsmouth, New Hampshire, and Newport, Rhode Island, also conferring with the officers of our locals at these places on "the good of the order." Proceeding to West Virginia, where he had already done preliminary work Brother Peabody organized a union in Huntington, the membership of which is composed of employees of the War Department. A very successful meeting was arranged for by him in Wheeling, in the same State, at which many members were added to the roll of the local union. He was then called to Washington on account of the meeting of the Executive Cuncil, held June 6 and 7.

No Time to Celebrate

The storm at sea was increasing and some of the deck fittings had been swept overboard when the captain decided to send up a distress signal. The rocket was already lighted and was about to ascend when a solemn-faced passenger stepped up.

"Cap'n," said he, "I'd be the last man on earth to cast a damper on any man's patriotism, but seems to me this here's no time for celebratin' an' settin' off of fireworks."—*American Boy.*

Death of Carl Van Dyke

THE SAD news of the death of Congressman Carl Van Dyke, of Minnesota, on May 20, was a profound shock to thousands in Washington, where he was a general favorite, and to a much larger number throughout the country. Although his service in Congress had not been long, it had been notably active, and besides this he was commander-in-chief of the Spanish War Veterans. He was only thirty-nine, and robust in physique, but an attack of influenza last winter had so weakened his system that he was unable to withstand an attack of stomach trouble, which culminated in hemorrhages.

Carl Van Dyke was a lifelong champion of the cause of organized labor. While in the Railway Mail Service, in which he served for eight years, his "run" being from St. Paul to Larimore, N. Dak., additional burdens were placed upon the postal clerks, already unduly burdened, as they believed. Some of them protested, including Van Dyke, whereupon that presumptuous young man (he was under thirty) was informed that the good of the service required his separation therefrom. Subsequent events proved the truth of this, but in a way the postoffice officials little dreamed, for his relief from active duty afforded young Van Dyke opportunity for sustained reflection, and the result of this was the conclusion that it was not best for the nation in general, nor for the railway postal clerks in particular, that the Railway Mail Service should be managed as an absolute autocracy. Finding others of the same opinion, Van Dyke became the moving spirit in the formation of the Brotherhood of Railway Postal Clerks. The organization made him their representative before Congress and the executive departments, and in this capacity he had the satisfaction of assisting not only in the removal of burdensome restrictions upon the railway mail clerks, but helped to draft measures, which were later enacted into law, increasing the pay and bettering the working conditions of these employees. The object lesson afforded by the Brotherhood of Railway Postal Clerks and kindred bodies of government workers inspired, in no small measure, the movement which resulted in the formation of our National Federation.

Van Dyke's interest in those who toil was by no means limited to his beloved railway mail clerks. He rejoiced in the formation of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, and was a frequent speaker at their public meetings. He championed legislation in Congress in their interest. He was also an enthusiastic supporter of child labor legislation. In the great St. Paul strike of the street railway employees, it was he who laid the case before the War Labor Board, and a settlement resulted. A portion of the very last day he spent in St. Paul before coming to Washington was given up to hearing the case of certain laborers employed by the Union Station Company, in St. Paul, in a disagreement with that company. Out of respect to his memory, every member of organized labor in St. Paul stopped work for five minutes at the time it was announced prayer would be offered at his funeral.

Measuring life by mere time—the ticking of the watch, as it were—Carl Van Dyke's less than two-score years seem pitifully brief, but if richness of experience and measure of honorable achievement are made the test, it must in truth be said that to few persons similarly situated is it given to accomplish so much worth while. The death of such a man leaves this old world distinctly poorer.

Crossing the Bar

Sunset and evening star,
And one clear call for me!
And may there be no moaning of the bar
When I put out to sea.

But such a tide as moving seems asleep,
Too full for sound and foam,
When that which drew from out the boundless deep
Turns agoin home.—*Tennyson.*

I have a great deal of faith in the average American citizen. I think he is a pretty good fellow, and I think he can generally get on with the other average American citizen if he will only know him. If he does not know him, but makes him a monster in his mind, then he will not get on with him.—*Theodore Roosevelt.*

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ANNOUNCEMENT

TO THE PRESIDENTS, SECRETARIES, AND MEMBERS OF ALL FEDERAL EMPLOYEES UNIONS:

You have doubtless received copies of a Prospectus of the proposed weekly edition of our official organ, "The Federal Employee," recently sent you. The publication of this edition, which will take the place of the Weekly News Letters and press bulletins heretofore issued from national headquarters, has been authorized by the Executive Council. The first issue will be eight pages. Later developments may indicate the necessity for a larger publication.

There will be forty issues a year of the weekly edition of "The Federal Employee" which, taken in conjunction with the twelve regular monthly editions issued at present, will make fifty-two issues of "The Federal Employee" a year. The forty issues of the weekly edition will be sent to individual subscribers for 50 cents per year, or they will be sent in packages of twenty-five copies to one address at the rate of 40 cents per year each; also, the forty issues of the weekly edition, together with the twelve issues of the regular monthly issue, a total of fifty-two issues, will be sent to subscribers for $2.00 per annum.

As we contemplate making this weekly edition a live-wire publication, it is believed that our local unions will find it a very valuable medium for advertising the activities of our organization in general and of the several unions in particular. Some of the more important features of the weekly edition will be the following:

1. Matters of interest from a Washington standpoint, which are not available for the regular monthly edition.
2. General announcements of the locals, such as calling of regular or special meetings of the Union, or anything else of interest to the members of the several locals.
3. Announcements of individual members relative to transfers from one branch of the service to another, or exchanges of positions with other employees.
4. Special material devoted exclusively to some particular local, such as the holding of a May-pole dance, a June festival, a ball or picnic, or any other matters of this character.
5. Special articles showing what are the big questions being considered by allied organizations in the trade-union movement.
6. Articles of a general nature submitted by our members which may be received too late for use in the regular monthly edition of "The Federal Employee," or which may be crowded out because of lack of space.
7. Special announcements from national headquarters which are now handled in circular letters or special bulletins.

In order for this weekly edition of "The Federal Employee" to be a success, it is necessary to have the active support and cooperation of our several local unions. Having this in mind, it is requested that the officers of each local union promptly take this matter up with their members and ascertain to what extent they will support the proposed move. After you have thoroughly canvassed your membership on the matter, please furnish this office with definite information on the following:

1. The number of copies in bulk your Union will take at the rate of 40 cents per year for forty issues.
2. The number of copies the individual members of your Union will take and have sent direct to their home addresses at the rate of 50 cents per year for the forty issues.
3. The number of subscribers you can get outside of your organization who want the weekly and monthly issues of "The Federal Employee," at the rate of $2.00 per year for the fifty-two issues.
4. The number of subscribers you can get outside the organization, who want the weekly edition sent them at the rate of of 50 cents per year for the 40 issues.

WITH THE ACTIVE SUPPORT OF OUR LOCAL UNIONS WE CAN MAKE THE WEEKLY EDITION OF "THE FEDERAL EMPLOYEE" A BIG SUCCESS FROM THE BEGINNING. MAY WE RELY ON YOUR COOPERATION?

OFFICERS OF LOCALS ARE URGED TO FURNISH THE INFORMATION ABOVE REQUESTED AT THE EARLIEST PRACTICABLE MOMENT. DEFINITE PLANS WITH REGARD TO THE PROPOSED WEEKLY CAN NOT BE COMPLETED UNTIL THIS INFORMATION IS IN HAND.

Please note that with the first issue of the weekly edition of "The Federal Employee," the weekly News Letter, which is now mailed free to a large number of our members, will be discontinued.

Fraternally yours,

E. J. NEWMYER,
Secretary-Treasurer.

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The Norfolk Union

One of the leaders in the organization tells briefly the story of the unionization movement among our Norfolk brethren and of their entering the ranks of the N. F. F. E. With strong faith in the effectiveness of thorough organization, the Norfolk local is affiliated with several labor bodies.

By J. F. SLIFER

President of the Norfolk (*Va.*), Federal Employees Union

TO GIVE a history of the organization of Federal Employees Union No. 10 carries one back long before its actual organization. For years the Navy Yards and Stations had maintained an organization which was not affiliated with the American Federation of Labor. There was a growing spirit in the Norfolk Branch for affiliation with the A. F. of L., and its delegates were instructed to support such a step at a national convention held in May, 1916, at Washington, D. C. Owing largely to the influence of the delegates from two of our largest cities, a motion to join the A. F. of L. was defeated by a very slender margin. The Norfolk delegates finally succeeded in having a motion passed

PRESIDENT J. F. SLIFER

appointing a committee to consult the officials of the A. F. of L. regarding affiliation, with a provision that after the report of this committee had been made, each branch should vote whether it desired to join or not. Norfolk waited restlessly for a long time but never received any report from the committee. One night after a regular meeting of the old organization about twenty of us decided to tie our hopes and aspirations to the great American Federation of Labor. A charter was issued us under date of September 26, 1916, under the title

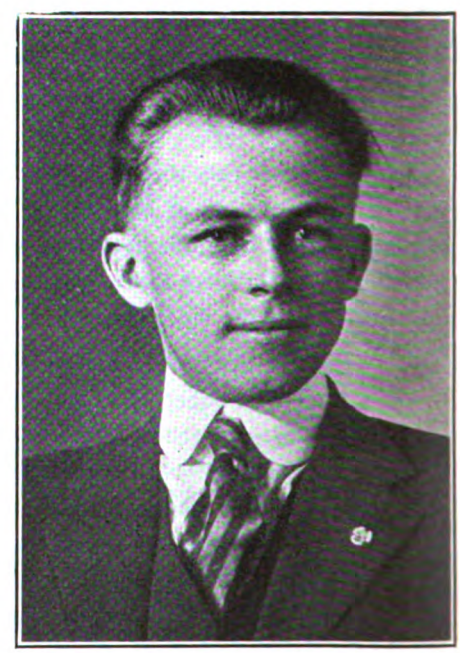
VICE-PRESIDENT INGRAM GOAD

"Federal Employees Union No. 15294." In September, 1917, we were absorbed in the National Association of Federal Employees under the designation of Federal Employees Union No. 10.

Norfolk never organized as a result of sporadic action or because of some mere incident which might emphasize the need of union, but as the result of an earnest conviction on the part of its members that they should become part of the body of organized labor. This no doubt was due largely to the close association with the various tradesmen who had been organized for years; and I feel it right and proper to state that the tradesmen lent us every encouragement. Among the tradesmen who were of invaluable assistance in getting us started on a firm foundation were Mr. Thos. Nolan, Vice-President of the International Union of Boilermakers and Iron Shipbuilders of America, Mr. J. Harry Wilson, machinist, and organizer for the Central Labor Union of Portsmouth, Va., and Mr. Wm. Boncer, at that time, I think, President of the Portsmouth Local Union of the United Brotherhood of Carpenters and Joiners of America.

We have long been known as a militant union and never have shown the slightest inclination to suffer injustices or discriminations against us without raising objection; we have made those in authority feel that we are in earnest, and the result in every case has been better conditions. Many things still require further effort, but much has been accomplished.

It may be well to state that we believe in thorough organization. We are affiliated with the Central Labor



SECRETARY ERNEST A. GRANT

Union of Portsmouth, Va., the Metal Trades Council of the Virginia State Federation of Labor, and with the A. F. of L. through our national organization.

The officers of our original organization were: J. F. Slifer, President; Jas. A. Davis, Vice-President; W. L. Guy, Secretary; A. B. Sparks, Treasurer and E. Marx, Guardian.

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With the Poets

The Day and the Work

To each man is given a day and his work for the day;
And once, and no more, he is given to travel this way.
And woe if he flies from the task, whatever the odds,
For the task is appointed to him on the scroll of the gods.

There is waiting a work where only his hands can avail;
And so, if he falters, a chord in the music will fail.
He may laugh to the sky, he may lie for an hour in the sun,
But he dare not go hence till the labor appointed is done.

To each man is given a marble to carve for the wall,
A stone that is needed to heighten the beauty of all;
And only his soul has the magic to give it a grace,
And only his hands have the cunning to put it in place.

Yes, the task that is given to each man, no other can do,
So the errand is waiting; it has waited through ages for you.
And now you appear, and the hushed ones are turning their gaze
To see what you do with your chance in the chamber of days.

—EDWIN MARKHAM in the *Nautilus.*

Courage

Courage is but a word, and yet of words
The only sentinel of permanence.
The ruddy watch-fire of cold winter days—
We steal its comfort, lift our weary swords and on!

For faith—without it—has no sense,
And love, to wind of doubt and tremor sways;
And life forever quaking marsh must tread.

Laws give it not, before it prayer will blush;
Hope has it not, nor pride of being true.
'Tis the mysterious soul which never yields,
But hales us on and on to breast the rush
Of all the fortunes we shall happen through;

And when Death calls across his shadowy fields,—
Dying, it answers:
"Here! I am *not* dead!"

—JOHN GALSWORTHY.

Embers

Yes, the time is hanging heavy
For the boats are hauling home;
When you look into the embers,
'Stead o' fire you see the foam
Of a swaying, spraying ocean
And the miles on miles of blue
That are waltzing with the Distance
That's between your folks and you.

And you maybe take the bellows
That the Poilus use to blow
Up the lazy, backward blazes
Or the coals that "loaf" below.
And you're apt to keep on pumping
When the fire is under sway,
For the embers are your ocean
And your dream-boat's on the way!

In the clinkly crink of embers
There is sound of childish glee,
And the curling smoke is laden
With a joyous jubilee.
Sweeter still the vision tempers
And a blue flame simmers low
Where a white one mingles with it
And a mother smiles at you!

. . . . . .

But the fagots soon are cinders
And your dream is doomed to naught
When a fuming fire-log flounders
On the hearth to break your thought.
And the ocean, realistic,
With its ever-churning foam,
Stretches in again between you
And the folks that wait at home.

—SERGT.-MAJ. J. CLARENCE EDWARDS,
Headquarters, First Army, A. E. F.

Uncivilized

An ancient ape, once on a time,
Disliked exceedingly to climb,
And so he picked him out a tree
And said, "Now this belongs to me.
I have a hunch that monks are mutts
And I can make them gather nuts
And bring the bulk of them to me,
By claiming title to this tree."

He took a green leaf and a reed
And wrote himself a title-deed,
Proclaiming pompously and slow:
"All monkeys by these presents know."
Next morning when the monkeys came
To gather nuts, he made his claim:
"All monkeys climbing on this tree
Must bring their gathered nuts to me,
Cracking the same on equal shares;
The meats are mine, the shells are theirs."

"But by what right?" they cried, amazed,
Thinking the ape was surely crazed.
"By this," he answered; "if you'll read
You'll find it is a title-deed,
Made in precise and formal shape
And sworn before a fellow-ape
Exactly on the legal plan
Used by that wondrous creature, man,
In London, Tokio, New York,
Glengarry, Kalamazoo and Cork.
Unless my deed is recognized,
It proves you quite uncivilized."

"But," said one monkey, "you'll agree
It was not you who made this tree."
"Nor," said the ape, serene and bland,
"Does any owner make his land,
Yet all of its hereditaments
Are his and figure in his rents."

The puzzled monkeys sat about;
They could not make the question out.
Plainly, by precedent and law,
The ape's procedure showed no flaw;
And yet, no matter what he said,
The stomach still denied the head.

Up spoke one sprightly monkey then:
"Monkeys are monkeys, men are men;
The ape should try his legal capers
On men, who may respect his papers.
We don't know deeds; we do know nuts,
And spite of 'ifs' and 'ands' and 'buts'
We know who gathers and un-meats 'em,
By monkey practice also eats 'em.

"So tell the ape and all his flunkeys,
No man-tricks can be played on monkeys."
Thus, apes still climb to get their food,
Since monkeys' minds are crass and crude,
And monkeys, all so ill-advised,
Still eat their nuts, uncivilized.

—EDMUND VANCE COOK, of the Newspaper Enterprise Association, in *The Public.*

The Sweets of Victory

I remember, I remember,
The sugarbowl that stood
Upon the table, always filled,
So he could take who would.
I never gave a thought to it,
That plenteous sweetness white;
But now I miss it every day
And dream of it by night.

I remember, I remember,
The toothsome layer-cake
With fragrant icing on the top
That melted like a flake,
The sparkling lumps I used to drop
Within my coffee cup,
The spoonfuls strewed on cereals
And never counted up!

I remember, I remember,
The cookies crumbly-sweet,
The luscious crullers, puddings, pies,
Unhooverized, complete.
I never knew my blessing then;
But now—at triumph's goal,
Carved on the arch of Victory,
I'll hail the sugarbowl!

—PRISCILLA LEONARD, in *Life.*

Why Not?

The verse you write
You say is written;
All rules despite,
But not despitten.
The gas you light
Is never litten.

The things you drank
Were doubtless drunk;
The boy you spank
Is never spunk.
A friend you thank
But never thunk.

Suppose you speak,
Then you have spoken;
But if you sneak
You have not snoken.
The shoes that squeak
Have never squoken.

A dog will bite,
Likewise has bitten
With all his might,
But not his mitten.
You fly your kite
But not your kitten.

—*Selected.*

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North Dakota's Antidote for the Evil of Bolshevism

An outline of the program just carried through the legislature which, its advocates are confident, will bring into being "a genuine economic democracy," with industrial freedom for the hand and brain workers of the cities as well as for the farmers.

By REPRESENTATIVE JOHN M. BAER

In The Searchlight

A GENUINE economic democracy, bringing industrial freedom to the hand and brain workers in the cities as well as the tillers of the soil, came in North Dakota when the state legislature passed the industrial commission act—the parent bill of the Nonpartisan League program. It is a most comprehensive plan, the most important features of which provide for the establishment and operation of a state-owned terminal elevator, flour mill, packing plant and a Bank of North Dakota. The bill passed the House by an exact two-thirds vote of those present, the number required to declare it an emergency measure. The vote was 74 to 37. It also passed the Senate and has been signed by the Governor, Lynn J. Frazier.

THE STATE BANK AND WHAT IS EXPECTED FROM IT

The state bank is the financial keystone of this great industrial structure by which the people of North Dakota will bridge the chasm of economic extortion between the producer and consumer. It forever frees North Dakota from the domination of outside moneyed interests.

There is nothing experimental about the proposed Bank of North Dakota. Neither is it any way "revolutionary." It simply is a carefully considered measure which combines the best features of the Federal Reserve Bank and the Farm Loan Act and adds to this several constructive features patterned after the Australian land banks and the cooperative farm loan associations of Europe.

Both the Federal Reserve Bank and the Farm Loan Act now meet with the entire approval of financiers—although both were bitterly opposed by bankers prior to their passage—and the Bank of North Dakota is designed to do for this State what these other two measures have done for the nation as a whole.

Already the proposed measure has been approved by many North Dakota bankers, and one of the leading financiers of the State, J. L. Bell, president of the North Dakota Bankers' Association, has said:

"The league members mostly are of the thrifty, shrewd farmer class. Their movement was made because of gross abuses that undoubtedly existed with regard to the elevator and milling situation.

"One of the most prominent features of the league's program is the establishment of a huge state bank. This has been criticised widely, and many have said it cannot work. I see no reason why it should not be a success."

The bank is capitalized at $2,000,000. It will also be the depository for the state, county and municipal funds. These deposits aggregate over $30,000,000. It will also put more money into the financial institutions of the state by acting as a reserve for banks that now keep their reserve funds in the Twin Cities and other large cities outside of North Dakota.

Many other definite results will be accomplished in addition to financing the state industries. It will stabilize financial institutions of the state and add to their security. It will reduce interest rates. It will put more money into circulation through its guarantee of deposits, which will bring out large sums of money now hoarded. Over two million in deposits have been promised by sympathetic interests in other states. All deposits are guaranteed by the State of North Dakota.

STATE PROVISION FOR MILLING AND MARKETING GRAIN

It would be extremely difficult in a short space to go into the details of the league legislation. The one outstanding feature of all the laws is their simplicity. It will not require a dozen corporation lawyers to define or interpret according to their own interests what is meant by any section of the new legislation. All the State utilities will be conducted and managed by an industrial commission, the powers and duties of which are defined in a separate act.

The next important measure which was passed is an act declaring the purpose of the State of North Dakota to engage in the business of manufacturing and marketing grain and its products, and for establishing state-owned elevators and a state-owned flour mill. All this business will be done under the name of the North Dakota Mill and Elevator Association. The chief purpose of this legislation is to encourage and promote agriculture, making it more profitable for the farmer, and at the same time to reduce the cost of living for the consumer by eliminating useless middlemen and by furnishing the finished product to him as directly as possible. For instance, on May 17, 1917, wheat flour sold in Fargo, N. D., for $17.60 a barrel at the same time that it sold in England for $8.20 a barrel. It cost $9.40 more in North Dakota, where, perhaps the wheat was raised, than in England, 5,000 miles away. Later, when the United States Food Administration took control, wheat sold for more, but flour was fixed at $10.60 per barrel—a saving of $7 for the consumer. I claim that the farmer will receive twice as much for his wheat as he did before the war and the consumer in Fargo will be able to get two barrels of flour with a dollar bill "to boot" for what he paid for one barrel of flour in May, 1917.

In addition to the robbing in flour the farmers of North Dakota lose $55,000,000 annually through grading, dockage and the loss of fertility. We hope to retain in the state this great source of wealth.

OTHER IMPORTANT LEGISLATION PART OF GENERAL PLAN

In addition to the legislation dealing with marketing, the following important and beneficial bills were enacted into laws:

1. An act to provide for defraying the general expenses of the state government by imposing taxes on shares of stock, bond issues of corporations, organized or doing business in the state. The bill exempts improvements of farm lands and on city property to the extent of $3,500 valuation.
2. A law creating a Home Builders' Association, which will allow people in towns and cities to build on long-time credits at cost.
3. A bill passed to provide a State bounty of $25 for each month that the soldier spent in the service. Another soldier law allows the State of North Dakota to buy a farm for him that may cost $10,000 as soon as the soldier makes a payment of 20 per cent.
4. A new inheritance tax law, patterned after the Wisconsin law. The bill classifies incomes into two divisions—"earned" and "unearned"—

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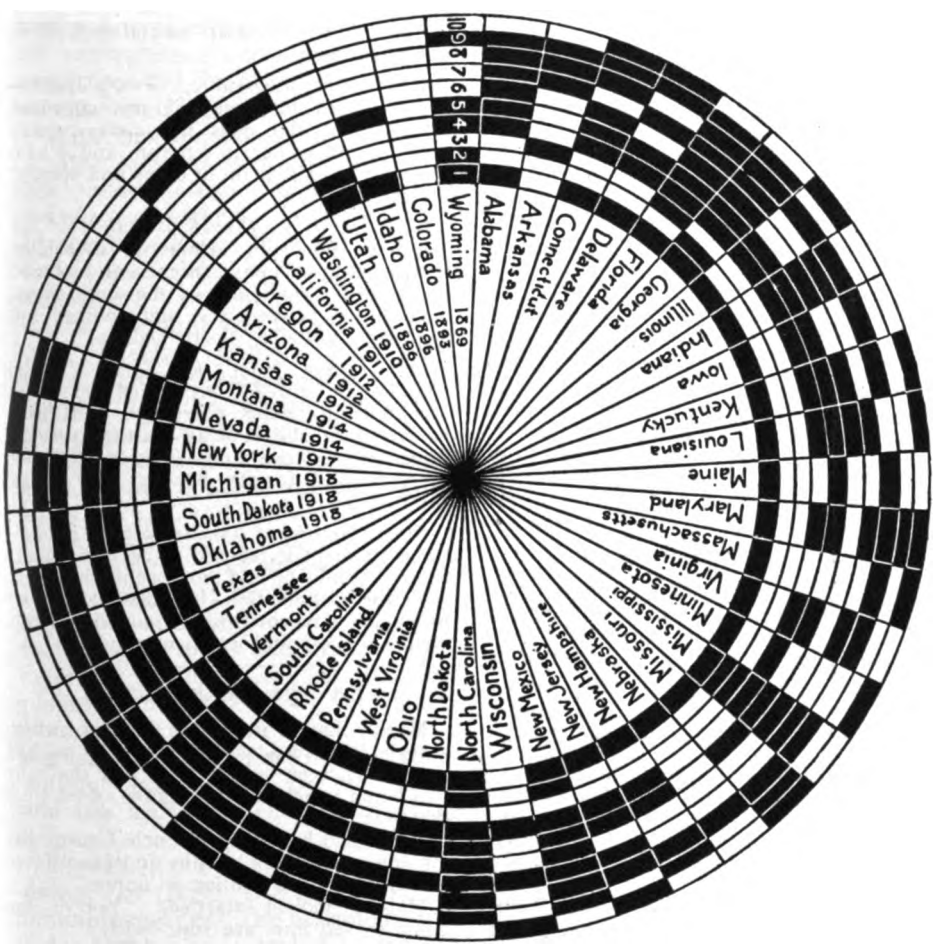
and places a heavy tax on the unearned incomes.

5. A new freight rate law.
6. State hail insurance law.
7. Unification of educational activities and numerous others.

Many new labor laws were passed which are said by labor leaders to be the most progressive state legislation in the United States.

A definite turning point in the history of North Dakota—perhaps in the history of the United States—had been reached when the legislature adjourned. Upon the success of the North Dakota Legislature depends the last hope for economic democracy in the United States. I sincerely believe it will be a success and will work to the mutual welfare and general prosperity of all the people.

"In short, the industrial program in North Dakota will mean an actual saving of at least $35,000,000 a year to North Dakota farmers in cash. But it will mean much more than that. By encouraging the building up of industries and by making farming more prosperous it will add to the value of both city and country property. It will mean converting a state that is now a state of grain raisers, many of them tenants, risking their entire fortune each year on the chances of drouth, hail, floods, rust and insects, into a state of land-owning farmers, with livestock instead of merely grain farms, and a state of prosperous cities filled with industrial workers."—*Nonpartisan Leader.*



THE WOMAN CITIZEN'S WHEEL OF PROGRESS
(*Mrs. J. C. Holman, of St. Paul, originated this wheel*)

White Spaces Indicate Good Legislation, Black Spaces Poor or No Legislation. Full Suffrage States Are Shown in the Order in Which They Won Suffrage

Circle 1 Industrial Welfare Commission to regulate hours, wages and working conditions of women and children.

2 Child Labor—fourteen-year limit. Guarded exemptions during vacations are allowed and poverty exemptions when these are neutralized by Mothers' Pensions laws.

Circle 3 Compulsory education—state-wide.
4 Eight- or nine-hour day for women.
5 Minimum wage.
6 Mothers' pensions.
7 Equal guardianship.
8 Age of consent, 18 years—chaste or unchaste.
9 Red light abatement.
10 Prohibition.

—From *The Woman Citizen.*

The Passing of Ex-Congressman Austin

IN THE PASSING of former Congressman Richard W. Austin, of the second Tennessee district, the workers of this country generally, and the government employees in particular, have lost a tried and true friend. "Dick" Austin's interest in the "government clerk"—an interest that was informed as well as sympathetic—was almost lifelong, beginning with his appointment to a clerkship in the Knoxville postoffice upon leaving college. Later, as private secretary to Congressman L. C. Houk, who represented for so many years the Knoxville district, he came to intimately know the work of the employees in the great departments in Washington, as well as the employees themselves, and formed a high estimate of both. When, many years after, the voters of the Knoxville district commissioned him as their representative in Congress (a commission they renewed until he had served ten years), he entered actively into what has come to be known as the civil service retirement movement. He studied existing retirement systems and conferred with representatives of the government employees, and then framed and introduced what is now familiarly known as the "Austin bill"—the measure by which, probably, his name is most widely known. To the end of his singularly useful career in Congress, which closed last March, he actively championed, not merely the cause of civil service retirement, but better pay for government employees, and their right to organize.

Mr. Austin was a warm-hearted, generous man. Attaining high position, he never lost the "common touch" and treated high and low alike with the same frank friendliness. Upon his retirement from Congress last spring he entered into a law partnership with former Congressman Humphrey, of the State of Washington, and it is said the firm was making good business connections, and Mr. Austin looked forward to a future of active work in his chosen profession. This, however, was not to be. A severe illness overtook him, and, although he twice rallied, it finally overmastered him. He passed away peacefully on Easter Sunday, just at dawn, the members of his family at his bedside.

The life thus closed was not merely a useful, well-spent life, but it could be said of Richard W. Austin with more truth than of most men that he—

"Walked with man, from day to day,
As with a brother and a friend."

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The Jester's Page

A Happy Home-Coming

Dana Burnet, after substituting for several weeks for Don Marquis as conductor for the bright column headed "The Sun Dial" in the New York *Evening Sun*, printed this letter of welcome for Mr. Marquis to read on his return:

"Don Marquis.

"Sir: We take pleasure upon the occasion of your return to work in submitting the following memoranda of matters concerning the Sun Dial. We trust that our thoughtfulness will assist you materially in resuming once more the serious labors of your task.

"The key to the door of your office has been lost. By throwing your full weight against the door it will open occasionally, but we do not recommend this method, as it is very wearing on the door. We should strongly advise you to have a new key made.

"The windows still need washing.

"The new copy boy's name is Michael. We call him John. If he is somewhat brusque with you at first, do not be discouraged. It is just his manner.

"The right arm of your desk chair needs mending.

"The large stack of letters in the left foreground are communications from persons whose contributions have been lost and who want them back.

"The large envelope tied with pink hair ribbon is for you personally. Let us say no more about it.

"The scissors are in the secret crevice under the radiator.

"Your typewriter fell off the desk one night and was broken in several new places. We suspect Archy.

"The hundred or so unclassified letters on your desk refer to both business and personal matters. In general they should be answered.

"The pile of books on the floor as you enter came from authors who want you to say something about them in the Sun Dial.

The glue is somewhere about the premises; we don't know exactly where.

"The medal you received for opening the aqueduct is still in the coal closet. It shows some signs of wear, however.

"The umbrella that you placed in the corner to test our character has not been disturbed. You knew it was broken when you left it there.

"We should advise you to look into your mailbox occasionally. Once or twice recently we have found letters there. Usually, however, the mail is still thrust under the door.

"The long stick that formed the nucleus of your ventilation system has fallen out of the window and is lost.

"The waste basket needs emptying.

"The right-hand window shade will not stay down unless you tie it.

"A gentleman with side whiskers has called several times lately and wants to know when you will be back. It may be friendship, but it looks like finance to us.

"The barber has been asking for you.

"A strange cat has been seen about the premises lately, and we suspect it of having licked all the paste out of the paste pot. At all events, there is no more paste in the pot.

"A rhyming dictionary is on top of the things in the waste basket.

"The young man whom you encouraged to write a play has written a play and wants you to publish it.

"The royalty statement from your publishers is under the rhyming dictionary on top of the waste basket.

"We have arranged matters so that you can clean your desk with one sweep if you wish to. Just lift up the bottom layer of newspapers and everything will come off at once.

"Good luck and a pleasant summer.

"DANA BURNET."

—*The Writer.*

A Fitting Reply

A New York merchant of Irish birth was astonished to receive the following letter from his son at college:

"Dear Father: I am in a deuce of a hole. Kindly send me fifty dollars, and oblige, your loving son, PAT.

"P. S.—After writing this letter, I was so stricken with remorse that I ran after the postman and tried to get it back. I can only pray that it will not reach you."

But who could be more astounded than the son when he received this reply:

"Dear Son: Your prayers are answered. The letter did not reach me. FATHER."

—*Selected.*

Comparative Appetites

Very Stout Old Lady (watching the lions fed): 'Pears to me, Mister, that ain't a very big piece o' meat fer sech an animal.

Attendant (with the greatest and most stupendous show of politeness on earth): I s'pose it does seem like a small piece of meat to you, ma'am, but it's enough for the lion.

He Didn't Understand

"Then you don't want no cranberries?"

"No; I've changed my mind. I see your cat is asleep in those cranberries."

"That's all right, mum. I don't mind waking the cat up."

A Murderous Nation

A Frenchman was waiting at a railroad station in Ireland when a couple of natives sat down beside him.

Said one: "Sure, Pat, it's down to Kilmary I've been, and I'm on me way back to Kilpatrick."

"Ye don't say so," said the other. "It's meself that's just after being down to Kilkenny, and I stop here a bit before I go to Kilmor."

"What assassins!" exclaimed the Frenchman. "Would that I were safely back in France!"—*Selected.*

Somehow or other the old man could not break his old habits. Going up the road late one night, his wife hurriedly threw a sheet over her and went to meet him in an endeavor to correct his faults. After waving her arms frantically, the old man said:

"Who are you, anyhow?" She replying, "I am the devil."

"Shake hands, old top," said the old man; "I am married to your sister."—*Selected.*

A Choice Consignment

"It is said that Homer sometimes nodded," remarks our much-appreciated contemporary, *The Field Review*, of the Bureau of Pensions (to which we gladly acknowledge our indebtedness once more) "so it is not surprising to find the best of special examiners occasionally 'looping the loop' in literary flights, thus entertaining their colleagues, reviewers, and others. Note the following samples:"

Much Ado About Nothing.—"The claimant now seems just like a normal man, worrying over some absent cause."

Considering the Source.—"In her neighborhood people say her reputation is good, but the neighborhood is only fair."

Another Job for the Undertaker.—"It is impossible to take Mrs. Henry's statement at this time, as she is now undergoing treatment for a *complete* mental and physical breakdown."

Hog Latin, Esperanto, or Volapuk?—"Her replies to many of my questions showed that she does not always grasp what is said to her in English, and I had, therefore, to put them in other and simpler forms."

What Is Wrong with Voltaire?—"The pensioner while in Minnesota associated with a gang of horse thieves and served a term in the penitentiary; one son, George, died in the penitentiary, and another son resides in Voltaire, North Dakota."

A Message from the Tomb.—"Addie Vaughn is said to have died on Long Island about twenty years ago. Claimant is sure that she is dead because she received word from Addie who wanted her to come and forgive her for the wrong she had done."

Silent Smith of the Inaudible Look.—"The claimant is reputed to be a bad character. While he did not openly interfere with the examination, he made it a point to sit where he could fix his coal-black eyes on the witness and watch him quietly."

An Eye on the Future

Maggie had a new baby brother, which everybody agreed was such a baby as had never been seen before. One day the baby was being weighed and Maggie asked what that was for.

"Oh," said her father, "Uncle George has taken a great fancy to baby and has offered to buy him for a shilling an ounce."

Maggie looked startled. "You're not going to sell him, are you, daddy?"

"Of course not, precious," answered daddy, proud to see his little girl love her brother so.

"No, keep him till he gets bigger," the child went on; "he'll bring more money then."—*Tit-Bits.*

More Teutonic Frightfulness

A dye-stuff, invented by Max Weiler, of Elberfeld, Germany, is identified in a U. S. patent in the following simple terms:

"As a new product the new dimethyloxycarboxyphenydiethylamido phenylcarbinol obtained by condensing in equal molecular proportions paradiethylaminobenzaldehyde with s-xylenol-ortho-carboxylic acid."

Home Club Bulletin.

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The American Labor Movement

The principal things for which the A. F. of L. stands; the viewpoint of the workers and what they are striving for; the legislative achievements of the A. F. of L.; Labor in the world war; a discrimination between public and private employment.

(Continued from our last issue)

This article has been prepared largely from President Gompers' abstract of the statement made by him several years ago before the United States Commission on Industrial Relations. In several instances his use of the first person has been followed. THE FEDERAL EMPLOYEE is indebted to Secretary Frank Morrison and Editor J. P. Egan of the American Federation of Labor for assistance courteously given.

THE A. F. of L. is in favor of a shorter workday, and a progressive decrease of working hours in keeping with the development of machinery and the use of productive forces, and has done much toward bringing about better conditions in these respects. The Federation has recognized the need for greater opportunities and more time for rest, leisure and cultivation among the workers. It favors a rest of not less than a day and a half in each week. We insist upon one entire day of rest in each week.

The Federation favors securing more effective inspection of workshops, factories, and mines, and has worked for the accomplishment of that purpose.

The Federation does not favor the employment of children under sixteen years of age and has endeavored to forbid such employment.

It favors forbidding interstate transportation of the products of convict labor and the products of all uninspected factories and mines.

The A. F. of L. favors direct employment of workers by the United States Government, state governments, and municipal governments without intervention of contractors, and has accomplished this in a large degree.

The A. F. of L. is not in favor of fixing, by legal enactment, certain minimum wages. The attempts of the Government to establish wages at which workmen may work, according to the teachings of history, will result in a long era of industrial slavery.

The A. F. of L. is in favor of fixing the maximum number of hours of work for children, minors, and women. It does not favor a legal limitation of the workday for adult men workers. The unions have very largely established the shorter workday by their own initiative, power and influence; they have done it for themselves. The A. F. of L. is opposed to limiting, by legal statutory authority, the hours of work for men in private industries. The A. F. of L. has apprehensions as to the wisdom of placing in the hands of the Government additional powers which may be used to the detriment of the working people. It particularly opposes this policy when the things can be done by the workmen themselves.

It is in favor of a uniform shorter workday and would encourage and help affiliated organizations to secure it by collective bargaining and other methods employed by labor unions. The A. F. of L. at various annual conventions, as early as 1884, adopted resolutions approving the movement for an eight-hour day and cooperated with the various affiliated organizations for its attainment. It is necessary, however, for the organizations themselves to take the initiative.

The A. F. of L. favors a system of noncontributing old-age pensions for workers who have reached a certain age to be established by legal enactment and maintained by governmental machinery. The Federation favors a general system of state insurance against sickness, disability, and accidents. It has not indorsed state insurance of unemployment. In regard to the problem of unemployment the Federation proposes to shorten the workday of the employees, that they may share with the unemployed the work that is to be performed, and thereby tend constantly toward the elimination of unemployment.

The existence of the organized labor movement in 1907, as well as its existence today, has been and is the most potent force in our country to prevent the establishment of conditions that would or will react to the great detriment of the working people of our country.

The A. F. of L. is not a perfect organization and has not formulated a theory or program for the elimination of every human ill. The A. F. of L. favors a provision to the effect that all persons employed on government work shall be engaged directly by the Government, and shall not work more than eight hours a day, nor for less than the prevailing union wages.

The Federation has not declared itself in regard to the establishment of employment bureaus and the loaning of money, without interest, to states and municipalities for the purpose of carrying on public works, but it favors any tangible, rational purpose that would help to meet and solve the question of unemployment.

The Federation is in favor of absolute freedom of press, speech, and assemblage, and has undertaken great risks to assert and maintain these rights.

The A. F. of L. favors unrestricted and equal suffrage for men and women, and has done much to advance that cause.

It favors the initiative, referendum, and recall.

The A. F. of L. has not taken any official position in regard to the system of proportional representation. The proportionate representation employed in voting in the conventions of the A. F. of L. is not proportional representation as that term is usually used.

It favors the election of the President and Vice-President of the United States by direct vote of the people without the intervention of an electoral college.

It favors restriction of the powers of judges to nullify laws and to set them aside as unconstitutional.

The Federation favors making the Constitution of the United States amendable by an easier method than provided at present. The present method of amendment is very cumbersome and slow. The Federation favors curbing the powers of courts to punish for alleged contempts committed in connection with labor disputes.

It favors the enactment of further measures for general education and particularly for vocational education in useful pursuits.

The A. F. of L. is in favor of the free administration of justice.

THE NEEDS AND ASPIRATIONS OF THE WORKERS

The workers of the United States do not receive the full product of their labor. It is impossible for anyone to say definitely what proportion the workers receive in payment for their labor, but owing to the organized labor movement they have received and are receiving a larger share of the product of their labor than ever before in the history of modern industry. Organ-

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ized labor makes constantly increasing demands upon society for rewards for the services which the workers give to society and without which civilized life would be impossible.

The working people—and I prefer to say working people and to speak of them as really human beings—are prompted by the same desires, the same hopes of a better life as are all other people. They are not willing to wait for a better life until after they have shuffled off this mortal coil, but they want improvements here and now. They are working toward the highest and the best ideals of social justice.

The workers will never stop in any effort, nor will they stop at any point in an effort to secure greater improvements in conditions or for a better life in all its phases. The A. F. of L. is neither governed in its activities by a so-called "Social Philosophy," nor does it work "blindly from day to day." Its work is well planned to be continually of the greatest benefit to the working people to protect and promote their rights and interest in every field of human activity.

In improving conditions from day to day the organized labor movement has no "fixed program" for human progress. We do not set any particular standard, but work for the best possible conditions immediately obtainable for the workers. When they are obtained then we strive for better.

The full value of production does not go to the actual working men today. A portion goes to investment, superintendence, agencies for the creation of wants among people, and many other things. Some of these are legitimate factors in industry entitled to reward, but many of them should be eliminated. The legitimate factors are superintendency, the creation of wants, administration, returns for investment in so far as it is honest investment and does not include watered stock or inflated holdings.

The efforts of the American labor movement to secure a larger share of the income are directed against all who illegitimately stand between the workers and the attainment of a better life. This class includes all who have not made honest investment in honest enterprise. Employers, capitalists, stockholders, bondholders—the capitalist class generally—oppose the efforts of the workers in the A. F. of L. and in other organizations to obtain a larger share of the product. Very much of the opposition to the efforts of the working people to secure improved conditions has come from those who obtain what may be called an unearned share in the distribution. The beneficiaries of the present system of distribution desire to retain as much as possible of their present share or to increase that proportion. But an additional reason that leads to opposition is that there are employers who live in the twentieth century, yet who have the mental outlook of the sixteenth century in their attitude toward the working people, and who still imagine that they are "masters of all they survey." These employers think that any attempt upon the part of the working people to secure improvements in their condition is a spirit of rebellion that must be frowned down.

The stronger the organization of the workers the greater the likelihood of their securing concessions. These concessions are not altogether because of the strength shown by the employees, but result in part from the changed attitude of the employer.

Because employers as a class are interested in maintaining or increasing their share of the general product and because workers are determined to demand a greater and ever greater share of this same general product the economic interests between these two are not harmonious.

From my earliest understanding of the conditions that prevail in the industrial world I have been convinced and I have asserted that the economic

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interests of the employing class and those of the working class are not harmonious. There are times when, for temporary purposes, interests are reconcilable; but they are temporary only.

When a fair and reasonable opportunity presents itself for continued improvement in the conditions of the workers, the movement of the workers must necessarily go on and will go on. It will not be dominated by the so-called intellectuals or butters-in. The working class movement to be most effective must be conducted by the working people in the interests of the working people. It is conducted against those who stand in the way, hostile to the advancement of conditions for the working people.

All the demands upon employers are not made by organized labor. There are frequently demands made by working men and working women who are unorganized and who then become organized after they have made their demands. The number of employers who refuse to accede to labor's demands is growing smaller and smaller. As a matter of fact, there are more employers today who live under collective bargains with their organized employees than at any other time in the history of the industrial world. However, the gains made by the organized-labor movement in this country have generally been wrung from the employing classes. What workingmen of America have obtained in improved conditions, higher wages, shorter hours of labor, was not handed to them on a silver platter. They have had to organize, they have had to show their teeth, they have had to strike, they have had to go hungry, and to make sacrifices in order to impress upon the employers their determination to be larger sharers in the products of labor.

LABOR'S PATRIOTIC STAND REGARDING WORLD WAR

At a conference held in the city of Washington about a month before the United States entered the war representatives of organized labor of this country and Canada made a solemn declaration of which the following is a part:

The present war discloses a struggle between the institutions of democracy and those of autocracy. As a nation we should profit from the experience of other nations. Democracy cannot be established by patches upon an autocratic system. The foundations of civilized intercourse between individuals must be organized upon principles of democracy and scientific purposes of human welfare. Then a national structure can be perfected in harmony with humanitarian idealism—a structure that will stand the tests of the necessities of peace and war.

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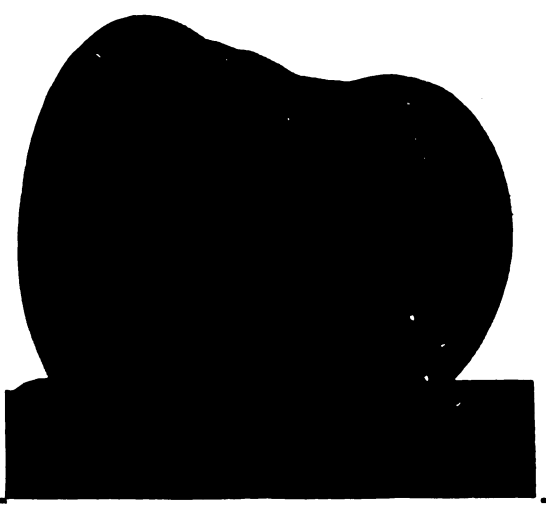

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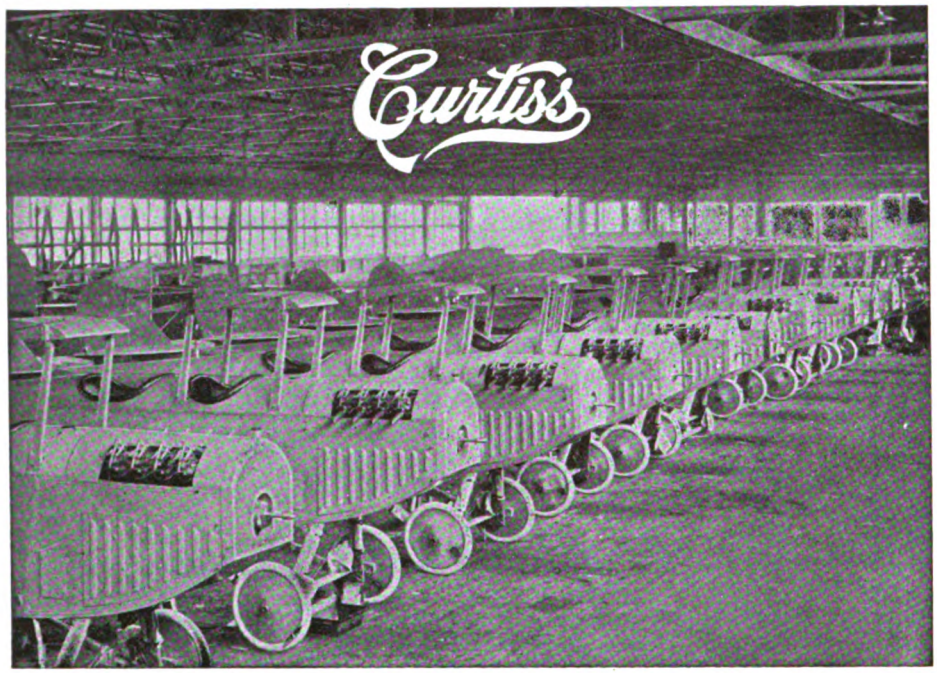

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ternational Trade Unions of America in national conference assembled in the Capital of our nation, hereby pledge ourselves in peace or in war, in stress or in storm, to stand unreservedly by the standards of liberty and the safety and preservation of the institutions and ideals of our Republic. In this solemn hour of our nation's life it is our earnest hope that our Republic may be safeguarded in its unswerving desire for peace; that our people may be spared the horrors and the burdens of war, that they may have the opportunity to cultivate and develop the arts of peace, human brotherhood and a higher civilization. But despite all our endeavors and hopes should our country be drawn into the maelstrom of the European conflict we, with these ideals of liberty and justice, here and now declare as the indispensable basis for national policies and for our services in our country in every field of activity to defend, safeguard and preserve the Republic of the United States of America against its enemies whosoever they may be, and we call upon our fellow workers and fellow citizens in the holy name of Labor, Justice, Freedom and Humanity to devotedly and patriotically give the like service.

LEGISLATION SECURED IN INTEREST OF WAGE-EARNERS

The legislative achievements of the A. F. of L., steadily increasing for each Congress, show how the trade-union movement succeeded in breaking up the Congressional deadlock against labor legislation and securing laws according them necessary freedom of action and protection.

Provisions securing for workers fundamental rights were incorporated in the Clayton Antitrust Act, section 6 of which contains a legislative declaration which is the basis upon which the workers can evolve greater freedom: "*The labor power of a human being is not a commodity or article of commerce.*" Section 20 limits and regulates the issuance of writs of injunction, and provides for jury trial in contempt cases.

The Seamen's Act is another tremendous victory for human freedom. The big thing in the law is that it frees from all vestiges of involuntary servitude. In addition it provides for the betterment of sailors and the safety of the traveling public.

By the law providing for a Department of Labor the wage-earners secured a representative in the President's Cabinet who has the opportunity to present labor's viewpoint and contentions where national policies are in the formative stage.

In addition to these conspicuous victories are many other beneficent humanitarian laws, which are enumerated according to Congresses.

Yet this record is only part of the whole story, as it contains a summary of federal laws only, while in every state of the Union many humanitarian laws have been secured as a result of the determined activity of the organized workers.

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Nor have the specific purposes attained been secured without regard for definitely formulated principles.

A study of the legislation secured discloses the fundamental principles that have determined what purposes the worker sought to secure through political action. General standards and regulations affecting safety, sanitation, hygiene, etc., have been established. The workers have endeavored to free themselves from the restrictions and the fetters fastened upon them through laws hostile to their best interests, through judicial interpretations applying to modern economic conditions old legal concepts according to which the workers and their labor power were deemed to be property and comprehended in employers' rights to do business. They have freed themselves from conspiracy laws and other laws denying them the legal right to do things necessary for their own protection and betterment. They have obtained for workers in government employment better terms and conditions of work.

GOVERNMENT VERSUS PRIVATE EMPLOYMENT

A necessary discrimination has always been observed between the different conditions confronting workers in government employment and workers in private employment. In the first case, where the employer is the state, there is only one way by which the employer expresses determinations and conditions of employment; that is through laws. The state has only political existence and political means of expression; hence, it must operate entirely through political agencies and methods. Therefore, the American Federation of Labor has advocated and secured laws stipulating the number of hours that are to constitute a day's work in government employment. On the other hand, private industries and commercial undertakings are economic organizations. They may have some points of contact with political agencies but their fundamental powers and methods of action are economic.

Men Worth While

"I give preference to unionists, . . . because I am convinced that the man who gives a considerable portion of his time each week and a considerable portion of his earnings each week to try and improve the condition in which he lives is justly entitled to more consideration than the man who remains outside and will not give a portion of his time or a fraction of his money to better the conditions of himself and those who are dependent upon his earnings."—Judge Cussen, *of the Australian Arbitration Court.*

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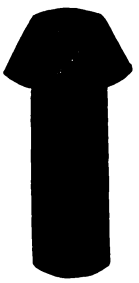

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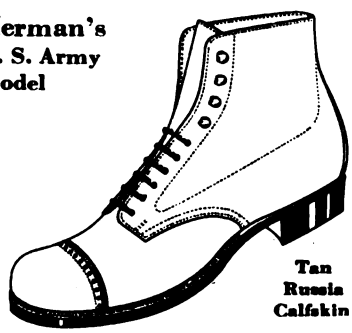

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The Department of Labor

(*Continued from page 413*)

is in broad terms substantially what the Council recommended. Many new organizations were set up as a result of it. The following sketch of each will give some idea of the present scope.

War Labor Board.—One of the chief difficulties was in arriving at a set of principles to govern the relations between labor and management during the war. The difficulty was not in formulating a set of principles but in securing their acceptance by both sides. This difficulty was obviated by inviting both employers and employees to come together and agree upon those principles, as it was felt that such an agreement would be more readily enforceable than one imposed from without. Consequently, the National Industrial Conference Board, the largest and most representative war organization of employers, and the American Federation of Labor were each called upon to send five representatives to the conference. It was recognized that the choosing of a chairman from without might upset the balance and give a preponderance to one side or the other. To remedy this, the device of having a chairman chosen by each side to preside on alternate days was adopted. The War Labor Conference Board was able to agree unanimously upon the set of principles which are now well known to everyone in the United States. This declaration became the war labor platform of the Government. Its principal points were the recognition of the right of both employers and employees to organize and to bargain collectively; the declaration of equal pay for equal work for men and women; the recognition of the basic eight-hour day and the living wage; and the agreement that the status with regard to open and closed shops should remain the same. The Conference Board foresaw that in order to enforce these principles some machinery must be set up for settlement of labor disputes. Consequently there was recommended the creation of a National War Labor Board to be organized upon the same general lines as the Conference Board. Since the members of the Conference Board had formulated the principles themselves, they were considered the best persons to interpret them, and on April 8 they were appointed a War Labor Board by the Secretary of Labor. This action was formally approved and confirmed in a Presidential Proclamation on the same date, which also promulgated the principles.

The War Labor Board differs from the Conciliation Service and does not conflict with it in any way. It is not a diplomatic body at all. It is a ju-

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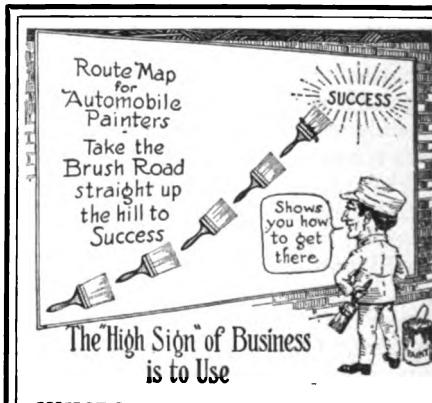

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dicial body and does not go upon the theory of the Conciliation Service, that it is a friend to both sides. It acts upon the principle that it is a friend to neither side but an impartial judge between litigants who have been unable to settle their own disputes. It has no power to enforce its decisions, although during the war it was able to do so because of the control of the Government over raw materials and through other war powers of the President. The Western Union Telegraph Company, for instance, refused to abide by an award and was promptly taken over by the Government and is now operated as a part of the Post Office. Similar conduct by the Smith and Wesson Company resulted in the War Department taking over that company. Like refusal by organized wage-earners at Bridgeport was overcome by a threat to deny them the facilities of the United States Employment Service and to revoke all industrial claims for exemption from military duty.

War Labor Policies Board.—Many local labor difficulties arose from the varying policies adopted by various government departments. During the war the Government was the greatest employer in the country, and although all the departments represented the same Government and might have been expected to have a single broad policy, the first year brought out many diverse policies. Wage scales varied in particular cities with the individual departments and gave rise to an immense turnover. Competitive recruiting of war workers added another problem, and so on. To adjust such situations the War Labor Policies Board was organized. The Chairman of the Policies Board was an assistant to the Secretary of Labor and each bureau chief in the Department was a member of the Board, but it also included responsible representatives of all the other production departments. Its main function was to meet and to thresh out differences in the policy of the various departments.

Division of Negro Economics; Woman-in-Industry Service.—The primary interest of the Department is of course in all wage-earners and not in any particular class of wage-earners. However, conflict frequently arises between workers themselves, and there are special problems affecting particular classes. Women, for instance, are not capable of the same physical strain as able-bodied men, and to permit the same standards to apply where men and women are employed in the same industry would be disastrous to health. A related problem arises when whites and Negroes work together. Each of these problems requires highly specialized study

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and highly specialized administration. Consequently, two separate organizations have been established to deal with them. One of these is the Woman-in-Industry Service under Miss Mary Van Kleeck. The other is the Division of Negro Economics under Dr. George E. Haynes. The functions of each are quite obvious without further elaboration.

United States Training Service.—During the war there was a great shortage of labor, and particularly of certain classes of skilled workmen. The sudden undertaking of shipbuilding on an immense scale gave rise to the necessity for expanding certain trades, which had included only a few hundred men at the most, to many thousands. In order that the work might go on without cessation, it was necessary to train hastily many workers and to rearrange work so that men of much less skill could handle tasks theretofore performed by skilled men. This latter process was known as "dilution" and the Service, which was organized to handle both subjects, became known as the Training and Dilution Service. With the conclusion of the armistice, however, the necessity for dilution disappeared and the name was changed to the United States Training Service. The duties of this Service are largely to supervise shop training throughout the States. It does not attempt to work through the public schools, that being the function of the Federal Board for Vocational Education. The work is confined almost wholly to adults. It is organized through the division of the country into twelve districts, with field superintendents of training in each.

Bureau of Industrial Housing and Transportation.—When war manufacturing began on a large scale plants and factories were increased in size many fold. The result was that in many communities where individual plants offered the principal source of employment, the influx of new workers greatly exceeded the housing capacity. Congress as a result granted the President certain money for the building of the necessary houses. The President, in turn, assigned the administration of the fund to the Secretary of Labor. The Bureau of Industrial Housing and Transportation had already been organized in anticipation of this action. The medium chosen for actual construction was the United States Housing Corporation, which was organized in order to obviate legal difficulties. The stock of the Corporation is 1,000 shares, all owned by the United States and with the exception of two shares, all held by the Secretary of Labor. The Corporation is the actual building agency, and all

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property is bought and all building is constructed by it.

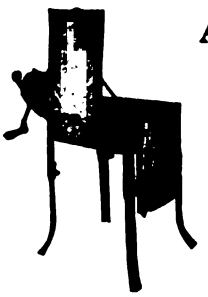
Working Conditions Service.—The experience in England had shown that manufacturers in their anxiety to increase their production had endeavored to extend the hours of labor and to disregard health regulations, so that the physical well-being of the workers was seriously interfered with and production actually lowered. In the United States we have no direct power in the Federal Government to regulate working conditions except in a very limited sense, but the various States have standards. These standards are not uniform, however, and there is a necessity for a federal body which shall give them information and assist in standardizing the various State laws as well as provide the States with information as to safety appliances and methods of preventing industrial diseases. During the war, of course, the scope of the Working Conditions Service was limited to workers engaged in war industries, but with the coming of peace it is expected that it will extend its activities to all wage-earners. It also acts as an adviser to employers with regard to the personal relations between employers and employees.

Information and Education Service.—This was the publicity arm of the Department during the war.

Investigation and Inspection Service.—The Bureau of Labor Statistics undertakes a great many investigations of a statistical nature. There is frequent necessity, however, for rapid investigations of a special nature which are not included within the scope of continuing investigations. In addition, there are many inspection duties which the other Services of the Department find it necessary to carry out. These two functions are combined in so far as possible in the Investigation and Inspection Service. It is under the direction of Mr. Ethelbert Stewart.

LABOR DEPARTMENT STANDS FOR "FAIRNESS TO EVERY INTEREST"

Such is the present organization of the Department. Through these various agencies it has endeavored to promote and apply the principles for which it was founded. One of its strongest and most characteristic policies has been the right of both employers and wage-earners to organize and bargain collectively. The denial of this right on either side is the denial of the only means of peaceable settlement they have. Where both sides to a controversy have attained such a form of organization that they can send responsible delegates to confer with each other there has always been not only a possibility but almost a certainty of agreement. The element of



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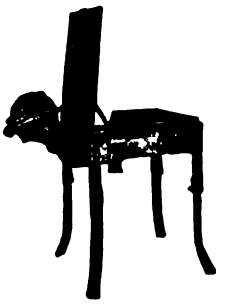

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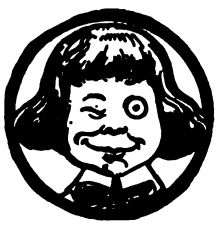

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fairness to every interest is of prime importance. The Department has, in fact, made fairness between wage-earner and employer, between employer and employer, and between each and the public as a whole the supreme motive and purpose of its activities. The act of its creation is construed by it not only as a law for promoting the welfare of the wage-earners of the United States by improving their working conditions and advancing their opportunities for profitable employment, but as a command for doing so in harmony with the welfare of all industrial classes and all legitimate interests and by methods tending to foster industrial peace through progressively nearer realizations of the highest ideals of industrial justice."

Delayed in Transmission

Postmaster General Burleson's order to the telephone companies, like many of the messages transmitted over the wires during the period of government operation, was "delayed in transmission." It guarantees the right of collective bargainings and compels the companies to treat with their employees. Had this order been issued some weeks previously, the wire strike might have been averted. . . .

Though late, the Burleson order is nevertheless a very proper one. The right of collective bargaining, of negotiating with employers regarding conditions of labor, hours of employment, compensation and grievances, is one now generally recognized, and it is quite in line with the new era that has dawned in this country. The employer who denies this right to his subordinates will find himself clinging to an obsolete idea, unsustained by public sentiment.

There was a time when employers of labor assumed an autocratic attitude toward their workmen and treated them as menials entitled to little or no consideration. They then looked upon labor merely as a commodity, to be bought and sold as other goods.

But that time has passed. The relations between capital and labor have undergone a very radical change, and the rights of each have come to be more clearly recognized. If the telephone companies had possessed reasonably clear vision, they would have discerned this long ago and would have conceded to their employees the right of collective bargaining. But it appears they failed to see the new light, in which circumstances it might have been expected that the Postmaster General, acting for the people in the premises, would point the way to them. . . . —*The Washington (D. C.) Post.*

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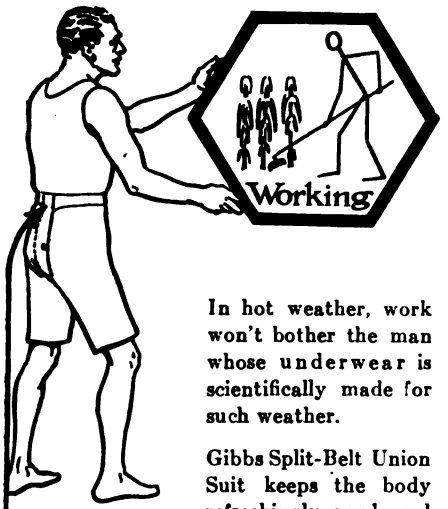

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Scientific Adjustment of Wages Practicable

By A. W. STOCKWELL

A member of Boston Federal Employees Union (No. 25)

SINCE the Federal Government assumed control of the railroads of the country the payroll has increased from $2,000,000,000 to nearly $3,000,000,000. These figures suggest an advance in wages during three or four years of nearly fifty per cent. The immediate object of these increases is "to equalize the wage relationships between different classes of workers," concerning which there has been considerable discussion and complaint since the former advances.

NEED IN GOVERNMENT SERVICE FOR STANDARDIZING PAY

Doubtless the Commission on Reclassification in the civil service will give due consideration to the importance of this factor of wage relationships. If there were cause of complaint among the railroad men, what shall we say as to the conditions of wage relationships in the federal civil service? There is, as we know, an utter lack of standardization among the several departments; and it is equally true that the wage relationships between the various classes of workers in the same bureau or Department are badly in need of adjustment.

The discrepancies among the higher grades, indeed, are too numerous to be mentioned. Among the lower grades we may take, for example, the case of a bureau which pays unskilled laborers the same salary as trained matrons, while in another bureau both laborers and charwomen receive higher pay than the same matrons. No mental test of fitness is required of applicants for the position of laborer or charwoman, while the matron must pass a regular civil-service examination and perform duties demanding the exercise of intelligence and tact, even duties ordinarily performed by a trained nurse. Inquiry leads to the conclusion that the bureau in question has been restricted in its appropriations and has been given little leeway in the matter of salary adjustments. With limited funds at its disposal the bureau naturally has chosen to advance the lower grades of employees and the resulting discrepancy in wage relationships has been inevitable. If bureau chiefs or departmental heads in the Government service possessed a power equivalent to that exercised by the Secretary of the Treasury in relation to the railroad employees we could doubtless present a much more favorable showing in this important field of wage relationships.

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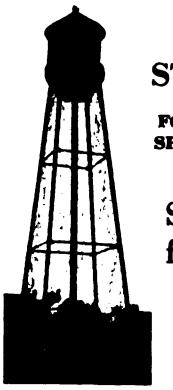

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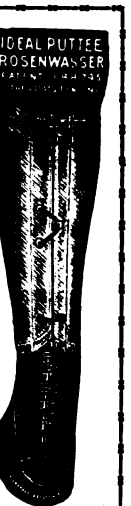

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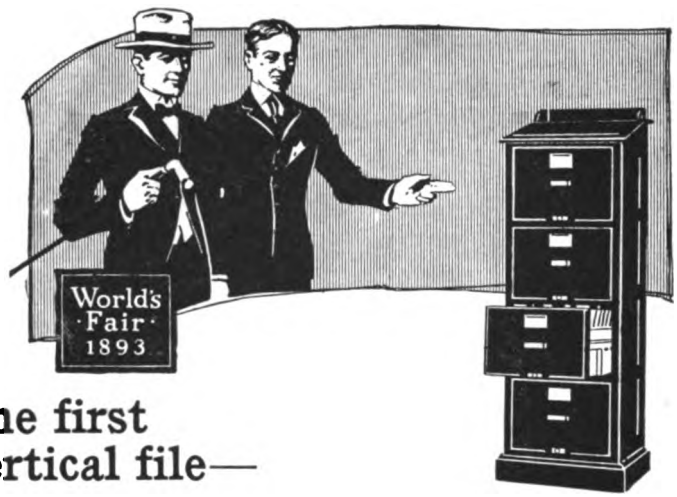

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WAGES HAVE NOT KEPT PACE WITH LIVING COSTS

When one takes into consideration the tremendous advance during recent years in the cost of living, a 50 per cent increase granted the railroad employees is assuredly moderate. In comparison with the actual increase in governmental salaries, however, it appears radical. Recent wage increases, on the other hand, affecting upward of 150,000 textile workers in New England and other mill States of the North, represent in many instances a total increase of substantially 100 per cent since 1915. In the great cotton mills of New Bedford an advance in wages of 15 per cent, effective June 2, will make the wages of the employees of those mills 107 per cent higher than were paid in 1915. It appears, however, that in years prior to 1915 the income of textile workers had not kept pace with the increased cost of living, so that it was desirable to make radical advances in wages to bring them to what might be called a modern or civilized standard. The word "civilized" is used advisedly since, according to the testimony (as reported in the Brooklyn *Eagle*) of Prof. Wm. F. Ogburn, of the University of Washington, expert statistician under the U. S. War Labor Board, a family of five persons is today receiving the barest living wage at $1,500 per annum; and, to maintain the lowest scale of comfort a man with a wife and three children must get not less than $1,800 a year.

SHOULD THE NUMBER OF DEPENDENTS AFFECT SALARIES

Thus the question arises: are salaries or wages to be adjusted with respect to the number of a man's dependents? Before the Great War we were accustomed, at irregular intervals, to read of reports or rumors of attempts in a certain European country to tax bachelors. It is evident that an adjustment of wages based upon number of dependents would serve as an automatic bachelors' tax. If we proceed in this direction, moreover, how soon shall we come up with the socialistic formula, "From each according to his abilities, to each according to his needs"? What we are really seeking, of course, is a basis of wage adjustment which shall be both just and scientific. That is an ideal, however, which we cannot immediately attain. Probably the nearest approach to it at present attainable is a scientific prices of the commodities that are as the Index Number Wage.

INDEX NUMBER METHOD OF ADJUSTING WAGES EXPLAINED

The "Index Number" has been defined as the sum or average of the prices of the commodities that are es-

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sential to civilized existence. This index number when computed for different periods shows the average increase or decrease in the cost of living between the periods for which computation is made. It is understood, of course, that as the different commodities are consumed in varying proportions there must be what is called a "weighted" average; that is to say, each commodity must be given weight or proportion according to the extent of its use. In other words, "the price of each article or group of articles is multiplied by a factor which about equalizes the ratio that the consumption of the article or group bears to the total normal consumption."

A table of the cost of living as indicated by Dun's Index Number (published in *The Outlook* of April 30, 1919, to which I am also indebted for other facts in this article) shows a steady rise in prices from 1896 (when the table begins) until 1915 when, with a sudden leap upward, the cost of living continued to soar until the end of 1918—which is as far as the table goes. There are seven main groups of articles or commodities which enter into the compilation: Breadstuffs, meat, dairy and garden products, other food, clothing, metals, miscellaneous. Starting in 1896 with the base as 100, we find that by 1915 the cost of living had risen to 140 and in 1918 it had reached 300. In other words, the cost of living increased 40 per cent between 1896 and 1915, and between 1896 and 1918 it had increased 200 per cent. From 1915 to 1918 the increase has been about 115 per cent.

The prices used in the computation are wholesale prices, so that the retail prices when excessive, as they occasionally are, would represent a greater increase even than that indicated by the Index Number. One large firm that has adopted the Index Number Wage includes in the weekly pay envelope of its employees a slip giving the wholesale prices of the principal commodities in use, so that by comparison with the retail prices the employees can readily see whether or not they are being overcharged.

WHERE INDEX NUMBER WAGE HAS BEEN USED

The Index Number Wage has been adopted in a number of American industrial establishments. The plan generally followed calls for a *base* wage paid on a certain date upon which it is assumed that earnings and the cost of living bore an equitable relation to each other. On subsequent paydays the employees have received two envelopes, one containing the base wage, and the other containing a percentage of the base wage "equal to the percentage of advance in commodity

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prices over those current at the time when the base wage was established, as shown by the most recently published index number."

A large British corporation has adopted and applied the Index Number Wage to its clerical employees. Under this arrangement it has agreed that wages or salaries shall not go below a certain minimum pre-war standard, and that the bonus should be regulated in accordance with the cost of living and should fluctuate with this cost as indicated by the Index Number of commodity prices.

Moreover, the Index Number Wage has been adopted in at least one government office. The issue of May 7, 1919, of *Commerce and Finance* publishes a letter from the County Engineer of the County of Cuyahoga, Ohio (wherein is located the City of Cleveland), in which he describes the method adopted in the application of the Index Number Wage to the employees of the Engineering Department of Cuyahoga County. This method was adopted as an attempt to automatically keep salaries as nearly constant as possible with the actual purchasing power of money. In a busy season the Engineering Department employs about 100 engineers, draftsmen, assistant engineers, field men, clerks, etc. In spite of two general raises which were put into effect during the season of 1917, there was more or less constant complaint among the employees that the cost of living was advancing so rapidly that even with the salary increases the purchasing power of the wage was going down. Accordingly a questionnaire was submitted to the employees from which certain information was secured regarding the distribution of salaries—that is to say, regarding the way in which the employees spent their earnings. The employees were then grouped into three classes as follows:

Class A including those whose salary was less than $1,600.

Class B including those receiving between $1,600 and $2,400.

Class C including those receiving above $2,400.

"On January 1, 1918, a complete readjustment of salaries was made, and a base salary for each man was fixed at what was considered a fair salary with conditions as of January, 1917; and to these salaries there has been added each month a bonus determined by the increase in the cost of commodities" in common use as indicated by the Index Number. Accordingly, in December, 1918, there was paid in addition to the fixed base salary of January, 1917, a bonus to Class A employees of 28.64 per cent, to Class B employees, 27.61 per cent, and to Class C employees, 23.18 per cent.

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The adoption of this system of wage adjustment naturally has given satisfaction. It is, writes the County Engineer, "merely establishing an act of justice as between employer and employee." He suggests the adoption of the same or a similar plan in which the National Government would furnish commodities indexes to various sections of the country for use by employers generally.

Supposing the National Government should adopt, as a practical object lesson to the entire Nation, the Index Number Wage for all federal employees?

Governmental Red Tape

Two or three days after our Government declared war against Germany, a certain official employed in the Bureau of Engraving and Printing at Washington, acting on what he conceived to be his duty according to his own light, got on a train and went to New York, and there signed a contract for all of the coloring matter in the market which is used in the production of postage stamps, bills, and other products of the big government bureau. As a result of that forethought and prompt action this official saved the United States Government $350,000, owing to the fact that very shortly thereafter prices on such coloring matter soared to almost impossible figures.

When this official returned to Washington, he put into the disbursing office a modest claim for $39.50 personal expenses on his trip to New York. The disbursing officials, under instructions from the Treasury Department, held up and refused to pay this expense account, because there had not been the requisite technical authority for the trip to New York, which had been taken with such remarkable success by the bureau official.

—*The Searchlight.*

Too Many Cats

"Two burglars, a master and a second hand, had broken softly and silently into a house and were stealing past a bedroom door when the master burglar stumbled over a chair, and a startled voice cried from within:

"'Who's there?'

"The master burglar thought a moment, then went——

"'Mi-aow, mew, mi-aow.'

"'It's the cat, dear,' said the voice, in a relieved tone.

"But a moment later the second burglar stumbled.

"'Who's there?" cried the voice again.

"'Another cat,' said the second burglar promptly."

Few men are able to know all the ill they do.—*De la Rochefoucault.*

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Women Workers' Convention Adopts Program

REPRESENTING some 600,000 working women of the United States and numbering among its visitors three representatives of the organized women workers of Great Britain, the seventh biennial convention of the National Women's Trade Union League, which met in Philadelphia June 2, adjourned after a week's discussion, with the adoption of a broad fundamental program. There were about 125 delegates in the voting body of the convention, representing localities from Salt Lake City to Boston, and the sessions were attended also by numbers of visitors.

The British representatives were Miss Mary McArthur, Secretary of the British Women's Trade Union League; Miss Margaret Bondfield, fraternal delegate to the American Federation of Labor Convention from the British Trade Union Congress; and Mrs. Eleanor Barton, of the British Women's Cooperative Guild.

Mrs. Raymond Robins, National President of the National Women's Trade Union League of America, who presided at the convention, was re-elected for the next two years by unanimous vote, as was also Miss Emma Steghagen of the Boot and Shoe Workers' Union, as National Secretary-Treasurer.

The sessions were characterized throughout by breadth of outlook, most of the policies adopted having an international scope. Perhaps the largest single undertaking was the decision to call an international congress of working women, to be held in Washington in October, just preceding the international labor conference of the League of Nations. The women's congress is to be called by the National Women's Trade Union League of America, and the British and French trade-union women have already pledged their cooperation. Women labor leaders from all over the world are expected to attend this congress, the purpose of which is to voice the women's demands for equal representation in the policy-making councils of the international labor bureaus, and for adequate provision for dealing with the special problems of women workers in all countries.

The convention put itself on record as renewing its demands for equal pay for equal work by women and men and the proper rating of women's work according to skill; for right of choice of occupation and equal opportunity for women in industry; for adequate representation of women in the policy-making bodies of the Government, the American Federation of Labor, national and international

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unions, and all other agencies that deal with working conditions and standards of life; for the maximum forty-four hour week; a minimum-wage law guaranteeing to all women an adequate living wage; a federal tax upon employers whose record shows a labor turnover in excess of a given percentage; for the establishment of educational councils in local leagues and labor unions and the organization of classes for the teaching of the principles of industrial democracy and trade unionism; for abolition of the tipping system; for health insurance legislation; for public ownership of public utilities with workers' control; for scientific taxation of land values; for a federal Department of Education as provided in the Smith-Towner bill and a campaign to overcome illiteracy; for revision of the federal civil service law to provide equal opportunity and equal rights for women in public service; for the Nolan minimum-wage bill for government employees and a civil-service retirement law; for repeal of veteran-preference legislation, which is declared to be subversive of the merit system and discriminatory against women; for the permanence and expansion of the Woman-in-Industry Service of the U. S. Department of Labor, the Working Conditions Service, and the federal Employment Service. The convention also called upon the Department of Labor to study seasonal occupations in nation-wide distribution, and to make definite recommendations within a given period for the control of seasonal unemployment.

The problems of domestic workers were dealt with in a resolution pledging the League to use its utmost efforts to standardize the conditions of domestic service, and to organize the domestic workers. At the same time the convention went on record in protest against the public attitude which classes the work of the housewife and homekeeper as not a "gainful occupation" under the Census classification. The League demands recognition of the wives and mothers who do their own work at home as fellow-workers in industry.

A league of nations "that shall establish cooperation among all the peoples of the earth to the end that wars shall cease" was the subject of a unanimous resolution, and others demanded the restoration of the rights of free speech, free press, and free assemblage; called for amnesty for all political and industrial offenders; urged the lifting of the blockade against Germany and Russia as a matter of humanity, and the withdrawal of troops from Russia, and called for recognition of the Irish Republic and the Russian Soviet Government.

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The League adopted the principle of proportional representation for its own elections, and put the plan into immediate effect. The officers elected for the ensuing two years are Mrs. Raymond Robins, President; Rose Schneiderman of New York, Vice-president; Emma Steghagen of Chicago, Secretary-treasurer. The Executive Board members are Agnes Nestor and Elizabeth Christman of the Glove - Workers, Chicago; Julia O'Connor of the Telephone Operators and Mabel Gillespie of the Office Workers, Boston; Hilda Svenson of the Commercial Telegraphers, and Jo Coffin of the printers, New York; Pauline Newman of the Waistmakers, Philadelphia; Sarah Green of the Waitresses, Kansas City.

Relocation of Out-of-Town Employees

Our correspondent suggests that there should be in THE FEDERAL EMPLOYEE *a "Room Exchange" column, pointing out the advantages that would follow the adoption of his plan.*

To the Editors:

Would you exchange your rooming and boarding place for similar accommodations nearer, or on a car line offering direct service, to your place of employment?

If the replies to the above question from a limited field of investigation can be considered expressive of the sentiments for a larger number of out-of-town employees, much can be gained by establishing a "Room Exchange" headquarters or an unattached supplemental sheet to accompany THE FEDERAL EMPLOYEE for local distribution.

Heavy street car traffic in opposite directions or crowded transfer points is visible evidence that there is a splendid opportunity to adopt this plan.

Although the relocation might be on a small scale it would at least give some of the employees one or more of the following advantages: 1. Within walking distance of work. 2. Avoiding the transfer congestion and delay. 3. More time in the morning and evenings to devote to personal interests. 4. Financial betterment.

In establishing a Room Exchange sheet for the magazine it would be essential that the advertising charge would be small in order that the advertisement could be complete as to the description and price of the accommodations offered and the name of the Government departments to which there is a direct car service, also the place of employment to which the advertiser is seeking a shorter or direct route.

G. D. THOMAS,
U. S. Geological Survey, Dept. of the Interior.
Washington, D. C.

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Unionizing Scientists in Government Employ

By WILLIAM E. BRIGHAM

(Washington correspondence of the *Boston Evening Transcript*)

WHEN 500 scientists and technologists employed by the United States Government met the other evening and voted by a large majority to affiliate, through the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, with the American Federation of Labor, the last step in self protection by government workers was taken. Were not the facts too patent to be denied, it would be inconceivable that professional men of the standing of these gentlemen, representing a collective skill and experience probably unmatched anywhere in the world, should be driven to the necessity of joining a labor union to secure just and intelligent treatment by the United States Government. The word "intelligent" in this connection is used advisedly, for it is one of the merits of the action taken by these scientists that they are inspired as much with a desire to benefit the government service as to improve their own condition. In his excellent address before the union on the evening of the meeting, the distinguished Dr. E. B. Rosa, of the Bureau of Standards, explicitly set forth the desire of the scientists to bring about such improvement in their compensation and working conditions as to enable them to remain in the government service, even at some financial sacrifice, rather than to avail themselves of much better opportunities for making money which exist outside. Dr. Rosa sketched briefly the handicaps of government employment. Government employees, he said, seldom accept retainers for consulting work outside of their official duties, as men in private employment frequently do. They have not the leisure of college professors to do consulting engineering work or to write books; they are on duty six days a week and eleven months a year or more; they have no retiring allowances in old age and, generally speaking, their entire income is measured by their salaries. On the other hand, Dr. Rosa pointed out, there is much in the government service that is attractive and that appeals to men who delight in research and in freedom from politics and commercialism. The opportunity to seek the truth unhampered, and to serve the ends of justice without the constraints or embarrassments that come in many other positions, is highly valued, said Dr. Rosa. The recognition that comes from publication of results under the authors'

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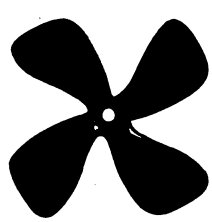
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names, as permitted in the scientific bureaus of the Government, is also greatly appreciated. These advantages go far to compensate for necessary restrictions, and if unnecessary limitations can be removed the government service will be immensely benefited, and will offer an attractive career to men of the highest ability.

PROFESSIONAL PEOPLE AT LAST COMPELLED TO UNIONIZE

It is evident, therefore, that the scientists desire to continue the conduct of their work on the high plane of integrity and unselfishness that always has characterized it. The 500 men comprising the Scientists' Union include botanists, zoologists, pathologists, bacteriologists, chemists, physicists and various other research workers employed in such branches of the Government as the Bureau of Plant Industry, Animal Industry, Chemistry and Entomology in the Department of Agriculture, Standards in the Department of Commerce, and Patents in the Department of the Interior. They elected as their temporary president Dr. Rodney H. True, physiologist in charge of plant physiological and fermentation investigation in the Bureau of Plant Industry, and as temporary secretary, Dr. P. G. Agnew, physicist in the Bureau of Standards. Men of this type naturally have been the last to associate themselves with the trade-union idea, and had conditions been less distressing no doubt they would have continued their independence. But professional unions are the order of the day, not only in Washington, but elsewhere. In this city the school teachers, who have been so shamefully neglected by Congress that from two-fifths to three-fifths of them have been compelled to resign, are now 80 per cent organized. Teachers in universities, as in the University of Illinois, are organizing to secure a living wage and more freedom of action. . . .

In Washington not only the teachers and department employees have organized but the school janitors and the custodians. So have the railroad office workers, who are now affiliated with the Brotherhood of Railway Clerks. All these in Washington are affiliated with the American Federation of Labor, although it should be explained that the first of the articles in their charters contains a no-strike clause. The government workers are not organizing a strike, but they are placing themselves in a position where they can impress their needs upon Congress and, if necessary, exert political pressure upon the men who refuse to do them justice.

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HOW A CHIEF CLERK FEELS ABOUT THE MATTER

The writer rode down in the elevator the other day with the chief clerk of one of the great departments. Posted in the car was a typewritten notice informing employees how they might become members of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES if they chose to do so.

"Isn't a notice like that rather unusual?" he inquired of the chief clerk, . . . (this was not the Postoffice Department, by the way). "Yes, it is," replied the official—

But let me tell you that I am "with" the clerks in this matter. There has been no reclassification of employees' salaries since 1854. There has been no increase of their pay during the European war, except a temporary increase of from 5 per cent the first year to a flat rate of $240 a year which was secured by the insistence of the clerks' union. When they asked for more money, the answer they got was an attempt by Congress to make them work longer hours. Take the case of the $1,400 man. God knows a man cannot bring up his family very well in Washington on that income. I may want to do something for that man, give him more money or shift him to a position where he can make more. I can't do it, under the law. What is the result? Either we lose the man, who is compelled to go into private employment to get enough to live on, or he stays here and becomes a mere automatic machine, wholly discouraged, with all the ambition taken out of him. That is the situation in every department of the government today. . . .

HOW SCIENTISTS HAVE SAVED MILLIONS OF DOLLARS

The question has a business aspect wholly aside from the issue of abstract justice. The Bureau of Standards has been the center of very much important experimentation since the United States entered the war. The investigations of one scientist in that bureau resulted in a saving of $5,000,000 to the Government. How much would a business house say that man was worth a year? In this case the question was of purchase of some $50,000,000 worth of electric storage apparatus and dry cells. The saving of $5,000,000 represented two and a half times the annual appropriation for the entire bureau. In another case in one of the departments an outside business concern proposed a deal that would have cost the Government $20,000,000. One of the scientists employed in the department made a series of investigations of his own, as the result of which the whole scheme was abandoned, he having discovered that the thing had been misrepresented to the Government. Here was a saving of $20,000,000 at one crack.

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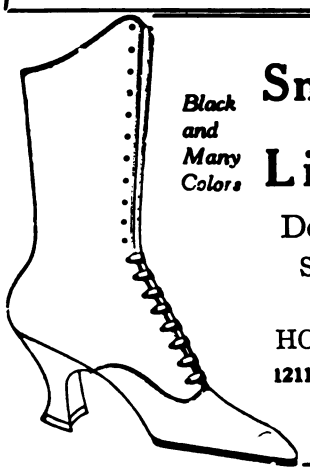
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ernment is merely a great training school for men in scientific lines, who spend years in collegiate study before they enter the service and when they have become expert are snapped up by private employers at two and three times the salaries the government has been paying them. In the Bureau of Standards within the last few weeks one $2,500 man has gone outside to a $5,000 position, a $2,700 man is now getting $7,200 in private employment, and a $3,000 man is now drawing at the rate of $7,500 a year from a private concern. The Bureau of Education has just lost a man to whom it was paying $3,500 a year. He was offered $8,000 to leave and he could not afford to stay. In the Department of Agriculture the compensation paid scientific heads from any lump-sum appropriation is limited to $4,500, although a few chiefs get $5,000. The head curator of the National Museum, who might well spend a lifetime equipping himself to fill a position of this character, is paid $3,500 per annum, while other curators are paid varying salaries running as low as $2,400. . . . Scientific assistants in various bureaus and laboratories who have spent years acquiring their education are taken into the service on salaries as low as $1,000 per annum, while of late half-baked female stenographers have commanded $1,200.

UNCLE SAM A POOR PROTECTOR OF HIS WORKERS

Incidentally, it may be remarked that the Government has done practically nothing to protect the residents of Washington against extortionate prices for board, rooms, rent, land and houses. True, the necessity for war-time workers forced a little action in this direction, and the Government has just opened, opposite the Union Station, what it proudly denominates the greatest hotel system in the world. But all these temporary safeguards were forced by an emergency; the protection of government workers in Washington never has been made a matter of governmental policy. In the departed days before and following the Civil War government salaries were adequate, even generous, but the spoils system was then in vogue and men and women never dared come here and settle and raise families for fear their positions would be taken away from them. Now that the Civil Service laws are in force and tenure is more stable, the price of everything has sky-rocketed and the once munificent salaries are now a reproach to a Government which in two years has spent billions and wasted hundreds of millions on other things.

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THE decisions of the Comptroller of the Treasury, abstracts of which are given below, have been selected as having special bearing on the interests of the civilian employees of the Government:

Street Car Fare

As an employee who is assigned to duty at a particular place and receives a per diem in lieu of subsistence is entitled to the allowance regardless of when, where, or how he provides himself with subsistence, or what it costs, the fact that such employee is unable to secure suitable accommodations, or any accommodations whatever, within walking distance of his place of duty does not entitle him to an additional allowance for street car fare.—*Decision by Comptroller Warwick, May* 1, 1919.

War-Service Payment

The personnel of the Lighthouse Service transferred to the service and jurisdiction of the Navy Department under authority contained in the act of August 29, 1916, are not "persons serving in the military or naval forces of the United States" within the meaning of the act of February 24, 1919, and therefore, upon separation from the service (Lighthouse Service), by resignation, removal, or dismissal, are not entitled to the payment of $60 authorized therein.—*Comptroller Warwick to the Secretary of the Navy, May* 2, 1919.

Compensation for Personal Injuries

The additional compensation at the rate of $120 per annum, authorized by section 6 of the act of July 3, 1918, is a part of the total compensation of a civilian employee and upon such total compensation award is to be made under the act of September 7, 1916, of compensation for personal injuries; and no part of the $120 is to be paid while the employee receives the compensation awarded and paid by the Employees' Compensation Commission.—*Comptroller Warwick to Capt. Benj. S. Munch, United States Army, disbursing officer, May* 13, 1919.

Traveling Expenses, Selective-Draft Registrants

As a selective-draft registrant is not entitled under law or regulation to reimbursement of expenses incurred in responding to the call for military service, a claim for reimbursement of expenses incurred in such travel when the call was made in error is likewise not allowable.—*Decision by Assistant Comptroller Foree, May* 14, 1919.

Leaves of Absence, Per Annum Employees, Navy Yards

Sundays occurring within a period of leave of absence granted to per annum employees of navy yards under the act of August 29, 1916, should be charged against the thirty days' annual leave provided for by that act; those occurring at the beginning or ending of a period of leave so granted should not be charged unless applied for and granted as days of leave.—*Comptroller Warwick to the Secretary of the Navy, May* 16, 1919.

Family Allowances under War Risk Insurance Acts

The making of allotments to the members of class B of the war risk insurance act of October 6, 1917, as amended, is the

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condition precedent to the making of family allowances thereunder, and such allowances are authorized only in favor of dependent members of that class when included in the allotment.—*Comptroller Warwick to the Secretary of the Treasury, May 20, 1919.*

Subsistence on Temporary Duty

Where an order directed an employee to proceed to and perform duty at a certain place incident to change of station, without direction as to return to the place of original employment or to any other station upon completion of such duty, the place to which assigned must be considered as his permanent station at which he is not entitled to the per diem allowance in lieu of subsistence.—*Decision by Assistant Comptroller Foree, May 23, 1919.*

Employment of Reserve Medical Officers by Employees' Compensation Commission

Medical officers of the Officers' Reserve Corps of the Army and of the Reserve of the Public Health Service, not being required to render service in that capacity except when placed on active duty, may be designated as physicians by the Employees' Compensation Commission and paid for services rendered to injured employees solely during periods of inactive duty.—*Comptroller Warwick to the Chairman, United States Employees' Compensation Commission, May 29, 1919.*

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A young woman newspaper reporter was sent by her editor to interview Richard Watson Gilder, the editor of *The Century Magazine*, and to secure a three-thousand-word article on "Young Women in Literature."

"It was a fetching subject, full of meat," explained the young woman afterward, "and I saw not only three thousand words in the story, but at least six thousand. But I never got any further than the first question. Mr. Gilder's answer took the very life out of me. I asked him, 'Now, Mr. Gilder, what would you say was the first, the chief, the all-essential requisite for a young woman entering the literary field?' I waited with bated breath, when he answered:

"'Postage stamps.'

"That settled it."

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YUMA, ARIZ., No. 64—F. B. Blake, Sec., U. S. Reclamation Service.

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THE
FEDERAL EMPLOYEE
OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES
ISSUED WEEKLY

Vol. IV WASHINGTON, DECEMBER 27, 1919 No. 29

Federal Employees Not Shirkers

National President Steward demands proof from Representative Madden of accuracy of latter's charge that nearly all government workers in Washington are idlers; also defends women workers in government dormitories for remaining in the service.

PRESIDENT WILSON VERSUS REPRESENTATIVE MADDEN

"I have not learned from any quarter that the employees of the Government in the District have been slack in their labor or have demurred from doing any of the necessary additional tasks which the time and the exigencies require. On the contrary I have learned that they have cheerfully done additional labor and have not needed the compulsion of law."—From President Wilson's Veto Message on the Borland amendment, July 1, 1918.

"I think I do not overstate the case when I say that anybody can go into any department of the Government at any working hour of the day and find not to exceed one out of every ten at work. I have taken the trouble to go through some of these departments myself . . . and I could not close my eyes to the situation which stood out prominently before me."—From speech of Representative Madden, of Illinois, in House of Representatives, December 17, 1919.

FOR SEVERAL years each Congress has brought forth some member who has specialized, as it were, in the gentle pastime of baiting the government employees. Two or three years ago it was the late Mr. Borland; he was succeeded by Mr. Blanton, of Texas, who is still with us; and now Representative Martin B. Madden, Republican, of Illinois, essays the same role.

MR. MADDEN'S STATEMENTS CHALLENGED AND PROOF DEMANDED

That at least nine-tenths—approximately 100,000—of the employees in the government departments in this city are shirkers and idlers is the sweeping charge made by Mr. Madden, a charge which was promptly and emphatically denied by President Steward, of our National Federation, who challenged Mr. Madden to produce proof of the accuracy of his statements.

Representative Madden also objected to the women workers who occupy the government dormitories remaining in the service, expressing the opinion that "most of these girls should be home under the influence of their fathers and mothers, where they belong." In this matter likewise Brother Steward has put several pointed questions to Mr. Madden, which await his answer.

HERE ARE THE MADDEN CHARGES AGAINST EMPLOYEES

Mr. Madden's attack on the departmental employees was made in the House December 17 in the course of the debate on the bill regulating the housing of war workers in the District. He said in part:

"Mr. Chairman, I do not know that I desire to say very much about the bill, but I think I may very properly call the attention of the committee to the fact that it has been long understood by most people in the United States that conditions here in Washington were not what they ought to be. Before the war I think the de-

(*Continued on page 2*)

Important Matters Discussed by No. 2 Board of Representatives

At a special meeting the members talk of stabilizing the dollar, magazine plans, cooperative stores, a home for Local No. 2, and other worthwhile things.

AT A SPECIAL meeting of the Board of Representatives of Washington Local No. 2, held Friday evening, December 19, President Beach in the chair, the principal discussion centered around two questions—the stabilization of the dollar and desirability of having THE FEDERAL EMPLOYEE, the official mag-

(*Continued on page 3*)

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Federal Employees Not Shirkers

(*Continued from page* 1)

partments had altogether about 30,000—maybe a few more than that—clerks in all branches of the service here, and now I think we have about 110,000, and I think everybody concedes that those are about 40,000 more than we ought to have even under present conditions. I do not have to remind gentlemen here that not long since, during the early part of this year, we went so far as to appropriate to pay the transportation charge of those who were willing to separate themselves from the service to their homes, and after all, we could not get them separated from the service.

"I think I do not overstate the case when I say that anybody can go into any department of the Government at any working hour of the day and find not to exceed one out of every ten at work. I have taken the trouble to go through some of these departments myself, not on a fishing expedition or on a detective tour, but when having business in the departments, and I could not close my eyes to the situation which stood out prominently before me. I have gone through branches of the service when I have had come in view at least a thousand people between the hours of 10 o'clock and 11 o'clock in the morning—and one would suppose that would be the busiest hour of the day. I have gone into rooms where they had groups of stenographers, anywhere from five to ten in a group, with as many machines as they had stenographers, but not a single machine at work, and not a stenographer doing anything. . . . And then I found not only the stenographers in these groups were not doing work, but in some other rooms the ordinary clerks that are supposed to be employed, but are idle, and you find as you move along through the departments a bureau head here and there—and he is on the payroll, too—is not working.

"You find them sometimes with their feet on the desk, sometimes with somebody else who has his feet on the desk, but rarely ever at work. It is unfortunate that such a condition should exist right under the dome of the Capitol, so to speak. . . . And we did appropriate the money to pay railroad fares home, as I said, and some few, who wanted to go home on a pleasure trip, perhaps, took advantage of the situation, but had themselves inducted back into the service as soon as they returned."

THE MADDEN VIEW OF WOMEN IN GOVERNMENT EMPLOY

With reference to the women workers, who continue to occupy the "government hotels," owing to the terribly congested state of the population in Washington and the extraordinary difficulty of finding suitable homes, Mr. Madden spoke as follows:

"And yet we continue to submit to the iniquity of permitting the bureau chiefs in every department of the Government to laugh up their sleeves at the Congress of the United States and insist that they appropriate money to maintain an army of unemployed clerks, and we find it necessary, as the result of that, to impose unheard-of obligations in the form of taxes on the already overloaded and overburdened American people. Yet, in spite of that, we doubt the propriety of economizing in any way.

"This bill proposes to economize in a given branch of the Government. It may well be said that there may be doubt as to the wisdom of turning the girls out that are in these government houses; that while they are in the employ of the Government they should be housed. There is no doubt about that. We should look to their comfort and their welfare, moral and otherwise. But my judgment is that most of these girls ought to be home under the influence of their mothers and fathers, where they belong. [Applause.] That is where they should have been long since. And my remedy for the effective enforcement of the proposition involved in this bill is to reduce the appropriations for clerical force in the departments of the Government to the extent that will enable us to tear the buildings down, because of no further need for their use, and then we will be able, Mr. Clark, to remedy the evil that you have so well described and bring back the Government to its normal condition and ancient glory, and not be the laughing-stock of all the clerks in the departments, who say without any hesitation that all they need to do is to hang up their hats in the departments and walk the streets; that there is nothing else for them to do in nine cases out of ten. And so we have an obligation, and that obligation cannot be fulfilled until we have refused to appropriate the money for at least 40,000 idle people in these departments." [Applause.]

PRESIDENT STEWARD ASKS MR. MADDEN SEVERAL QUESTIONS

The next day (December 18) President Steward addressed Representative Madden the following communication:

"On behalf of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, whose membership includes many thousands of the government employees in Washington and in forty-three states of the Union, permit me to make an inquiry respecting your statement on the floor of the House yesterday in the debate on housing of government employees, as reported in the *Congressional Record* (p. 776).

"You state that 'one can go into any department of the Government at any working hour of the day and find not to exceed one employee out of every ten at work.' You thus assert that approximately 100,000 of the government employees in Washington are idlers.

"Since, from the floor of Congress, you have stigmatized an unnamed nine-tenths of the employees, may we not ask you to state, with the same amount of publicity, the particular offices and bureaus where you have seen employees neglecting their work? A common principle of fairness demands that the workers should not be included in a sweeping generalization with the shirkers.

"We note also that you say your judgment concerning the government workers who occupy the dormitories is 'that most of these girls should be home, under the influence of their mothers and fathers, where they belong.' Are we to understand that you are opposed to the employment of women in the civil service. Or that you would not concede to women the right to become self-supporting? Are you not aware that millions of women in the United States are obliged to earn their living and claim their right to economic independence?

"We endorse the demand of the taxpayers, which you evidently have in mind, for an economical administration of the government departments, but we cannot believe that any member of Congress would seek to arouse popular prejudice without having the facts upon which to base his statement. If nine-tenths of the government employees in Washington are idlers, it is a question of fact which is easily susceptible of proof. We emphatically assert that it is not a fact. But your allegation was a public one, from your privileged position on the floor of the House.

"Thousands of industrious, efficient and underpaid employees of the Government throughout the United States will await with interest your substantiation of the sweeping charges you have made."

Making Sure

A hostler was sent to the stable to bring out a traveler's horse. Not knowing which of the two horses in the stable belonged to the traveler, he saddled both animals and brought them to the door. The traveler pointed out his own horse, saying, "That's my nag." Certainly, your honor, I know that very well, but I didn't know which was the other gentleman's!"—*St. Joseph Union.*

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Important Matters Discussed by Local No. 2 Board

(*Continued from page* 1)

azine of our National Federation, conducted hereafter as a monthly instead of a weekly.

PLANS FOR STABILIZING THE DOLLAR ARE DISCUSSED

Several resolutions were placed before the board with regard to stabilizing the dollar and these gave rise to considerable debate, which was participated in by Brothers B. W. Payne (Treasury), J. Q. A. Braden (Interior), and C. S. Davis (Agriculture). Finally, on motion of Major Braden, the board adopted a resolution favoring the bill introduced by Representative Husted, of New York, authorizing the creation of a commission to investigate what changes in the monetary system of the United States are necessary in order to bring about the stabilizing of the dollar. While it was the sentiment of the board that Professor Irving Fisher's plan to accomplishing this result might be productive of much good, it was felt that at this time it would be advisable to have the whole matter thoroughly investigated before the country commits itself to a definite scheme.

BOARD FAVORS CONTINUATION OF WEEKLY MAGAZINE

The discussion on the magazine came before the board on referendum from the September convention of the national organization. Various phases of the subject were gone over by a number of members, among others, Brothers Ginder (Treasury), Payne (Treasury), Appelstein (Commerce), and Blassingham (Postoffice). The decision was reached that the best interests of the cause would be subserved by continuing the issue of THE FEDERAL EMPLOYEE on the present basis, that is, as a weekly. It was the opinion of the board that there is a real need for a weekly which shall find its way into the hands of every member of the tral Labor Union of the city, to which union in good standing.

OTHER IMPORTANT MATTERS DEALT WITH BY BOARD

Brother Payne expressed the hope that the day is not far distant when Washington will have a daily labor paper, stating in this connection that the sentiment for such a publication is stronger than ever before in the Central Labor Union of the city, to which he is a delegate from Local No. 2.

The Retail Clerks' Union have made satisfactory arrangements with most of the Washington merchants, according to the report submitted by Miss Stebbins, chairman of the Women's Unit, regarding Saturday half-holiday in summer and other working conditions. On her motion President Beach was requested to appoint a committee of three members to cooperate with the Retail Clerks' Union in securing like consideration from the other local merchants.

Attention was drawn to certain practices in the selling of goods in this city which result in deception and loss to purchasers. Thus goods are branded to indicate that they are made of wool when, in fact, they contain either no wool or but a very slight proportion of it. The President was authorized to appoint a committee to investigate this matter and to take such action thereon as may seem proper to the committee. Dr. L. F. Kebler, of the Department of Agriculture, was named as chairman and the other members will be announced later.

The information was brought to the board that the District merchants are opposed to the operation of the cooperative stores and that the fiat has gone forth that they must be done away with. This attitude was strongly condemned by the union's representatives, and the excessive prices of marchandise in Washington as compared with those in Baltimore and Philadelphia were freely commented on.

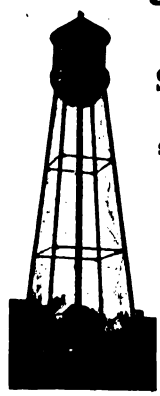
President Beach impressed on the board the desirability for use in the weekly magazine of live news from the several departments and other government establishments, stating that matter of this kind will be greatly appreciated and will be very helpful in advancing the interests of the union and of the cause in general.

The following committee was named to consider and report on the subject of making provision for a home for Local No. 2: Thomas R. Manning (Interior), Dr. Rodney H. True (Agriculture), Miss Mary Anderson (Labor), and Mrs. Luella G. Poindexter (Treasury—War Risk).

In their campaign for a living wage, the teachers of Massachusetts have prepared an imaginary advertisement which sets forth their case in a remarkably impressive manner. Here is the advertisement:

Wanted: Teachers of superior education Normal School graduates in the case of women, holders of college degrees in the case of men; of best moral character as befits the people who are expected to mold the future of the race; of undeniable integrity; of high ideas; of self-sacrificing character; possessors of patience, endurance, experience; and, above all, of such inspirational powers as to enable them to develop nobility in the character of our children. None but the very finest specimens of American womanhood and manhood need apply. Salary for women $13.50 per week, with a purchasing power of about $5; for men $32 per week with a purchasing power of about $10.

Pittsburgh-Des Moines



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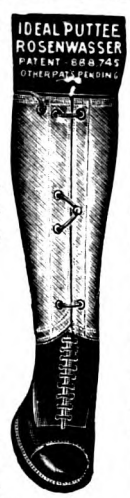

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The FEDERAL EMPLOYEE

A Magazine for Government Workers

VOL. IV DEC. 27, 1919 No. 29

THE FEDERAL EMPLOYEE is published weekly by the National Federation of Federal Employees at the Offices of the Federation, 1423 New York Avenue, Northwest, Washington, D. C.
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Business Manager, E. J. NEWMYER.

OFFICIAL MAGAZINE OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Entered as second-class matter, August 24, 1916, at the Postoffice at Washington, D. C., under the Act of August 24, 1912.

PAY DUES IN ADVANCE

Here are FOUR REASONS why members of Federal Employees Union No. 2 should pay one year's dues in advance, advanced by President John S. Beach, of that local. These reasons are equally cogent in connection with every local, and careful attention is bespoken for them:

First, this course is a good investment founded upon sound business principles. If paid in advance the dues are $5 per year instead of 50 cents per month—a saving of more than 16 per cent. Surely no one can afford to lose such an opportunity to save money.

Second, it is always a comfort to know that our obligations have been anticipated. By paying in advance you will have the satisfaction of knowing that the collector is not coming around every month to remind you of your duty to the union.

Third, payment in advance will reduce the work of the collectors, many of whom give their services gratuitously because of their unflagging zeal for the union; moreover, it will reduce overhead expenses and conserve the finances of the union. Every member should have due regard for his fellow-members and endeavor to lessen their burdens; he should also look on the business of the union as though it were his own.

Fourth, payment in advance will materially assist the officers of the union in their work in all matters of interest and moment to the membership, particularly with respect to reclassification, which is vital to every government employee.

The officers are also perfecting plans which, when matured, will result in mailing the weekly FEDERAL EMPLOYEE to every member in good standing. It is going to take quite a large sum to launch this undertaking, therefore you can assist by paying one year's dues in advance.

DO THIS NOW, and by so doing help yourself, help your fellow-members, and help the officers who are working zealously for your welfare and for all that the union stands for.

No single step would mean more to the welfare of our organization as a whole than the general adoption of the practice of paying dues in advance. THE FEDERAL EMPLOYEE will be glad to hear from any and all locals on the subject.

LABOR CONFERENCE SUPPORTS COOPERATION

"Establishment of cooperative movements operated under the Rochedale system."—This is one of the principles laid down by the great labor conference held in Washington December 13, which was called by the American Federation of Labor and at which were present the heads of the national and international unions composing the federation. With the active support of organized labor and under the spur of the extraordinary necessity of the day, Cooperation is advancing with giant strides, especially in the West. The movement is bound to succeed, and there is no cause to which we can better devote our time and energies. Cooperation should appeal with peculiar force to the government workers wherever their lot may be cast, for it is based on the notion of SELF-HELP. Until the federal employee put his own shoulder to the wheel he never "got everywhere," to use the vernacular. The most valuable lesson that the last few years—years pregnant with meaning to our membership—have brought to our door is the necessity of depending on our own efforts rather than on help from "higher up."

The cooperative movement in Washington, where there is a splendid field for its development, continues to grow apace. The government employees will do well to stand solidly back of the cooperative stores, patronizing them to the fullest extent, and in every other way encouraging the management of these enterprises of the people.

Exact Locality

"Does your employer, as alleged, live in melancholy sequesration?"

"No. sir; he lives in the suburbs."

Confirms Dr. Meeker's Estimate for Support of Family

Here is the actual experience of a family of five, that of a government employee, which is directly in line with the recent estimate made with great care by Dr. Royal Meeker, Commissioner of Labor Statistics, and reported to the Reclassification Commission. Brother S. A. Eggleston, a U. S. Levee Inspector, tells the plain tale of the wrestle of himself and family with H. C. L.

"I am enclosing you," he writes the editor, "a copy of a letter I have written Dr. Meeker. I am aware that the present Commission has no jurisdiction outside of the District of Columbia. My purpose in writing the letter is to emphasize the necessity and the justice of a readjustment of the salaries of all civil service employees on a basis of efficiency and length of service."

Brother Eggleston's letter to Dr. Meeker reads:

I wish to give my hearty approval and endorsement of your report to the Joint Congressional Commission on Reclassification of civil service salaries, as reported in THE FEDERAL EMPLOYEE MAGAZINE (page 668) of November 8, 1919.

Your statement of the needs for a family of five covers and corresponds with my case so exactly that I cannot pass it by without comment and to thank you for the careful work you must have done to secure this data.

I have a wife and three children (all girls), making, of course, a family of five. During the last twelve months our living expenses amounted to $2,477.72. One of my children had an attack of appendicitis and had to be operated upon. This cost us $200. This we assume to be abnormal; therefore, to supply our normal needs, under present conditions, $2,277.72 a year is required, as compared to your estimate of $2,262.47—certainly too close to be much guesswork about it.

I am employed in the classified civil service as U. S. Levee Inspector on the Third Mississippi River District from the Vicksburg U. S. Engineer's Office. My salary is $140 per month, or $1,680 a year, with quarters furnished me, but not my family. Mrs. Eggleston teaches in the high school in our home town and receives a salary of $60 per month, or $360 for six months' work, making a total income of $2,040 a year. We now begin the next year with a deficit of $437.72 and face the encouraging (?) prospects that this will be doubled within the next twelve months. We very seldom employ a servant, do not own a car, and practice every possible economy. Surely we are entitled to a living.

Where All Could See

My most embarrassing moment was experienced at an evening church wedding a short time ago. As we were late, most of the seats had been taken, so it was necessary to go almost to the front pew. I sat down and calmly removed my hat, when to my mortification my escort asked if I thought I was at the movies. The hat was hurriedly adjusted, but I felt self-conscious during the entire ceremony.—*Chicago Tribune.*

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Branch Meetings Held in Washington

INTERIOR DEPARTMENT

THE annual meeting of the Interior Branch to nominate Branch officers for the Department for the coming year was held at Union Headquarters, on the 16th instant. The following is a list of the nominees:

President, Walter T. Paine, Land Office; *Secretary,* Miss Ruth Jacobs, Land Office; *Mediator,* Miss Louise Parks, Geological Survey; *Guardian,* William A. E. McShea, Office of the Secretary; *Member of Executive Committee,* James R. Jones, Bureau of Mines.

A Committee composed of S. L. Hoover, W. T. Paine, and T. R. Manning was appointed to draft a new constitution.

The next meeting will be held at Headquarters January 13, at which time officers will be installed.

CIVIL SERVICE COMMISSION

For the purpose of perfecting an organization and electing officers a meeting of union members in the employ of the Commission was held at Headquarters December 17. A very interesting outline of the scope of the work of the Commission was given by Mr. Herbert Cornell. A tentative committee plan was drawn up, which will be submitted to members at once, and election of officers will be held at the next meeting at Headquarters, 8 p. m., Monday, January 12. Brothers Cornell, Custer, and Pritchard have undertaken the preliminary work and are enthusiastic over the outlook for organization activities.

WAR RISK

At the regular monthly meeting of the War Risk Branch, held at the Public Library December 16, President H. H. Milks was called on to appoint a committee to investigate the manner in which discharges of Bureau employees are being made. At this meeting, it was determined to systematize the method of collection of dues and put forth special effort to advance the interests of the Branch. Brother Garofolo expressed the opinion that some means should be adopted to facilitate the transaction of business at the meetings of the Board of Representatives of Local No. 2. President B. W. Payne, of the Treasury Branch, explained the necessity of adhering to parliamentary procedure, even though some questions must be neglected thereby. It was agreed that the two Branches would in future act in harmony and knit closer the ties that bind their respective interests. A plan of holding meetings immediately following closing hours of the Bureau was advanced and acted on favorably. The time, place, and personnel of such meetings will be announced by the Vice-presidents of the respective Divisions of the Bureau.

What It Means to Be a Laborer on $840 a Year

To the Editor:

Do our representatives in your city—Senators and Congressmen—look or act guilty? *If* not, *why* not?

Forcing government laborers to work for a base pay of $840 per year!

How on God's earth do they figure a man can hold his self-respect when he is giving his employer eight hours per day of his best efforts, and is so poorly paid that he can't dress decently, eat well, or enjoy the slightest recreation.

Just look at these figures:

	From	To
Rent of 4-room house	$30.00	$35.00
Light and fuel	5.00	6.50
Groceries	22.50	25.00
Milk	4.00	4.00
Meat once a day, 60 cents	18.00	20.00
Car fare	2.60	2.60
Clothing and shoes	6.00	10.00
Lodge or union	.50	1.50
Life and fire insurance	1.00	2.50
	$89.60	$107.10

I am placing each item low and omitting several items. Just tell me how such treatment can justify itself. I am in the laboring class, with a base pay of $840 and bonus until June, 1920, of $240. I am subject to Sunday, holiday, and night calls, without overtime pay. Further, I must have a high school education and an honorable reputation. It may not be amiss to add that I have seen service as a sergeant in the army in the Spanish-American War, in the Philippines, and in the World War, and carry an honorable discharge.

It can't be possible that our legislators really know the above facts concerning our pay and the cost of living for our families. I can't believe they do, or our unjust pay situation would not exist.

D. S. HUTCHINS,
Information Officer,
U. S. Customs Service.
San Francisco, Cal.

The Lady and the Tiger

A little girl asked her mother: "If I grow up will I have a husband like papa?"

Mother replied: "Yes, my dear."

"And if I do not get married, will I be an old maid like Aunt Susan?"

"Yes," was the reply.

The little girl thought for a minute, put her hands to her head, and said: "Well, I am in a fix."—*Selected.*

Notes of Interest

SENATE PASSES LA GUARDIA BILL, CUSTOMS SERVICE

ALL our members, especially those connected with the Customs Service, will be interested to learn that the La Guardia bill as introduced in the Senate by Senator Calder (S. 3418) passed the Senate December 16 without debate and without a record vote.

The bill provides for extra compensation for overtime service of inspectors, storekeepers, weighers and other customs officers and employees who are required to remain on duty between the hours of 5 p. m. and 8 a. m. or on Sundays and holidays.

The prospect of securing its enactment into law in the comparatively near future is, therefore, materially improved. This bill was prepared by Customs employees interested, who have worked indefatigably in support of the measure in Congress. The bill received the endorsement of our San Francisco Convention.

HOW A TREMENDOUS FILING PROBLEM WAS SOLVED

Among the recent changes which have taken place in the Allotment and Allowance Division of the Bureau of War Risk Insurance is the consolidation of the Index File with the Application File. These two files will now operate as one section to be known as "The Files Section of the Allotment and Allowance Division." The Files Section will be under the direct supervision of Ensign H. F. Barker, who has served as Chief of the Application Files Section since last March, with Mr. Fred J. Waight as Assistant Chief, and Mr. J. W. Duty, inventor of the Duty Simplex Indexing System, as technical assistant.

These are two of the largest files in the country. The Index File contains nearly 5,000,000 cards. The Application File includes more than 4,000,000 applications, which, with their related correspondence, occupy 1,500 four-drawer vertical filing cabinets.

This consolidation of two large sections unites two separate clerical forces into a personnel of more than 800 clerks and supervisors. It is a move that will combine certain elements common to both files—as special searching and research work—and will thus result in economy in several directions. These two sections are now on the same floor within easy reach of each other.

These files will be permanently maintained and kept accessible. In them is placed for safekeeping the soldier's entire record from his entrance into the army to the date of his dis-

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charge from it, including the record of allotments and allowances granted to his dependents.

Ensign Barker is the Treasury Representative of the Filing Service of the Reclassification Committee on Government Salaries. He appeared before that committee on December 10.

THIS PLAN COMES FROM PHILADELPHIA LOCAL

Our Philadelphia Local has devised a new plan which, it is felt by our fellows in the Quaker City, is destined to bring good results. Certain of the monthly meetings of the Union are designated by the names of selected departments as Agriculture Night, Commerce Night, etc. This does not mean that the entire meeting will necessarily be given up to the consideration of matters pertaining solely to the department to which the evening is assigned, but merely that such matters be regarded as the special order for that night.

Meeting Roster, 1920

Agriculture and Commerce; January, July

Interior and Justice; February, August

Labor; March, September

Navy; April, October

State and Treasury; May, November

War; June, December

SUBCOMMITTEE ON AUDITING CLERKS HOLDS MEETING

A meeting of the subcommittee on Auditing Clerks was held recently at the Headquarters of Union No. 2 for the purpose of preparing a brief to be presented to the Reclassification Commission. Mr. Owen P. Kellar, of the Office of Auditor for the Treasury Department, acted as chairman.

Mr. Kellar took the ground that this is no time for the clerks to underestimate the importance of their work, nor to underrate their ability to perform the work correctly. They are highly trained employees and this is the occasion to prove this to the Commission. He also explained that he had been in conference with the administrative representatives of the Government, and that these representatives are willing to do all in their power to present the interests of the employees before the Commission to the satisfaction of all concerned.

Considerable discussion followed on the budget system, which if adopted would place more responsibility on the clerks in the Auditor's offices and would also increase their remuneration. Under this system the clerks would be taken over at the same salaries they were receiving July 1.

In view of the special training necessary to this class of service a minimum entrance salary substantially above that of ordinary clerks was agreed on.

INTERIOR DEPARTMENT

The Home Club of the Interior Department, which was organized in 1913, and has done much for years to promote social life among the employees of that department, is now considering the advisability of dissolving. A special meeting to consider the matter has been called for January 6, in the Auditorium of the Interior Department.

Free recitals of the Interior band and orchestra are a feature of the life of that department much appreciated by the employees. These are held in the Auditorium the first Thursday night of each month. The date of the next recital will be February 5.

An important event in the local cooperative field will be the merging of interests of the Interior Department with those of the War Department, the former having decided to cast their lot with the War Department store rather than to start one of their own. This will give the established store about a thousand new patrons in one group, and good results for all concerned are anticipated from the move.

LOCAL NO. 2 FELICITATES MISS WOOD

The following resolution was adopted by the board of representatives at their regular monthly meeting, Friday evening, December 12:

Resolved, that the Board of Representatives felicitate Miss Alice E. Wood upon the happy outcome of her contention for vindication, the remission of the penalty imposed upon her, the clearing of her record as a teacher, and the restoration of her deserved place in the line of promotion, all by order of the court, and that the board congratulate the teachers' unions upon the verdict secured in this case.

Many of our readers will recall that some months ago Miss Wood was suspended from her position as a high school teacher by the Washington Board of Education on the charge that she had made indiscreet remarks in classroom on the subject of Bolshevism. The Teachers' unions fought the case in the District Supreme Court, and lately Justice Hitz of that court ordered the cancellation of the Board's action. The Board has decided not to appeal the case.

"I see they are making shingles out of cement now."

"Then I recall my wish to be a boy again."
—*Boston Transcript.*

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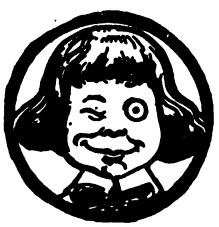

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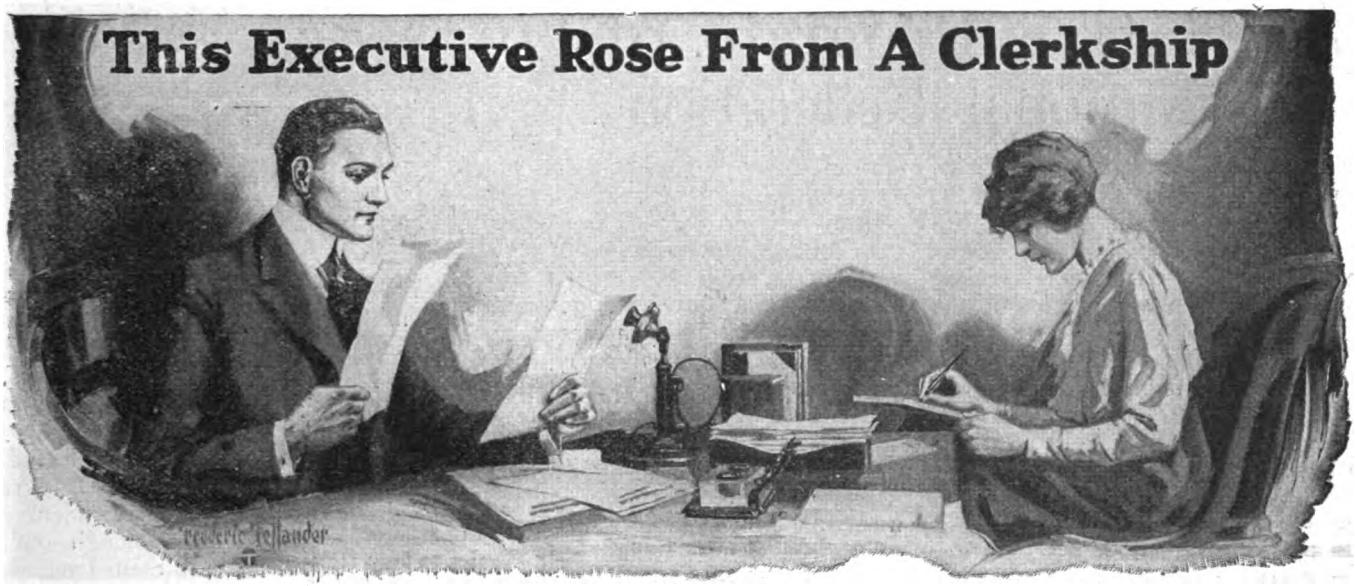

Five years ago he was a subordinate, far "down the line." Today he is dictating policies in a great corporation.

Some of his former mates (still in their old jobs) say it was luck—others talk of favoritism—but the records of LaSalle Extension University show that it was **training** which put this man into an officership with his company.

He saw, just as every clear-headed fellow must see, that there are not enough men with the expert knowledge required to hold high salaried positions. He saw that **training** was all he needed to pass from the high stool in the outer office to the big mahogany desk in the private room. He realized that men who are "held down" are the ones who do not make themselves worth more.

He Signed and Mailed a LaSalle Coupon

What gave this man his start was the sending of a coupon like the one at the bottom of this page. That brought him complete information about the LaSalle plan of training under experts during spare time—a plan which organized and simplified for him the knowledge and experience of hundreds of the country's best business authorities. Along with this information came evidence—copies of hundreds of letters—from men who too were formerly in subordinate positions but who had been pushed up thru LaSalle training.

Promotion follows LaSalle specialized training as naturally as night follows day. The big jobs are given only to men who **know**. The day is past when Business will take chances on any but a trained man when responsibility must be shouldered.

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The LaSalle experts have already helped more than 160,000 ambitious men to get the specialized knowledge which commands the high salaries. Every year more than 30,000 new members enroll. And yet "Big Business" is constantly complaining of the scarcity of men qualified for executive positions. There will always be a big job for the man who is proficient as a Business Manager, Expert Accountant, Auditor, Comptroller, Bank Expert, Cost Accountant, Sales Manager, Traffic Manager, Correspondence Supervisor or Business Lawyer.

LaSalle gives every man the chance to train for advancement. It enrolls young fellows just beginning their careers; it gives the man already started a new impetus; and it also has as members old, seasoned executives who realize that they too can learn more from its staff of over 300 business experts.

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What LaSalle training has done for men is best told by the men themselves in letters which come daily to the institution. "My salary raised 600%"; "My investment in LaSalle training is paying me 2500% a year"; "Am now one of the officials of the company"; "Have been advanced five positions" are fair examples of these reports.

Almost every great corporation now has LaSalle trained men in its organization. The Pennsylvania R. R. has employed over 2,100 Standard Oil Co. nearly 400; the U. S. Steel Corporations 309; Armour & Co. 364; while many others equally prominent have from 50 to 100 or more occupying positions of responsibility.

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Legislative Program of Our National Federation

IN ORDER to remove any uncertainties which may exist as to the legislative program of our National Federation, as laid down by the San Francisco convention last September, and to answer queries on the subject which are received at national headquarters from time to time, the program is again published, as follows:

Nolan Three-dollar-a-day Minimum Wage bill.

General emergency salary increase. This provides for an increase of $480 a year for employees receiving base pay up to and including $2,500 per year, $360 for those in the grades between $2,500 and $3,500 per year, and $240 for the grades between $3,500 and $4,500 per year.

Reclassification bill, which will be drawn to carry out the recommendations of the Joint Reclassification Commission, the report of which will doubtless be made early in March. This will be of vital concern to all federal employees, inasmuch as it is generally conceded that the reclassification of the government service within the District of Columbia is but the forerunner of similar treatment to be accorded the service as a whole throughout the United States.

Retirement. It will be recalled that the San Francisco meeting endorsed the pending Lehlbach-Sterling bill, with but very slight opposition.

Saturday half-holiday throughout the year for all civilian government employees.

Standardization of annual and sick leave so as to provide as a right, not a privilege, not less than 30 days annual and 30 days sick leave in every department of the Government.

Overtime pay—time and a half, with double time for Sundays and holidays.

The LaGuardia bill, providing pay for customs employees engaged in connection with loading and unloading vessels at night. This bill (S. 3418) passed the Senate December 16 and is now before the Committee on Ways and Means of the House.

The Customs Inspectors' pay bill, granting an increase in the pay of Customs Inpectors.

Removal of restrictions on interdepartmental transfers at increased pay.

Relief of lighthouse keepers: Increased appropriation for the Service to the end that there may be employed at each station a sufficient number of men so that they will be required to work not more than eight hours a day.

Bonding of federal employees at government expense.

Increase from $4 to $6 a day of traveling allowance for government employees on official business.

Payment by the Government for moving household goods of employees transferred in the interest of the service.

Amendment of Lighthouse Service retirement law, providing for retirement of employees on permanent disability, or on application after thirty years of active service, regardless of age, at the same rates as now exist for retirement after the age of 65 years.

N. F. F. E. Has Seven New Unions

Seven new local branches of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES have just been organized. This brings the total number of local unions up to 154. Five of these new locals have been organized in the far South, and one in Ohio, while news of the formation of the seventh comes from South Dakota.

Florida is entitled to the laurels for four locals in three cities. The Jacksonville Local will be known as No. 149. The White Local at Key West will be 151, the Colored Key West Union will be 152, while Local 153 is at Tampa. National Vice-president Wiegand, who organized the Florida locals and Local No. 154 at Camp Gordon, Atlanta, Georgia, is very enthusiastic over the prospects for some real work among southern Federal employees.

Local No. 148 was organized at Dayton, Ohio, by National Secretary-Treasurer Newmyer and Special Organizer John D. Cloud, of the Philadelphia Local, after the preliminary work had been done by Brother E. E. Sauvestre, formerly of Washington, who is entitled to much credit for his services.

The South Dakota local is composed of employees of the Pine Ridge Indian Reservation and will be known as No. 150.

Here is Another Strong Argument for Retirement

There has just been brought to the notice of THE FEDERAL EMPLOYEE the case of a government employee who is upward of 91 years of age and still "in the harness." This servant of Uncle Sam entered the service more than 52 years ago and during the last 31 years has never received more than $1,000 per annum exclusive of the so-called bonus. Yet many, including a number of Members of Congress, voice the belief that government employees should save enough out of their salaries to keep them from want in their declining years.

There are no doubt many cases throughout the federal service, such as here outlined. Those in charge of the retirement movement would be glad to have such cases brought to their attention in the interest of the advancement of the cause. Data placed with THE FEDERAL EMPLOYEE will be promptly turned over to the proper representatives.

Same Old Bull

At a club this entry was found in the complaint book. "The hot water in the lavatory today was quite cold and there was none of it."—*Boston Transcript.*

No Cards in the House

The fourth-grade teacher had a great deal of trouble with Fred's attendance. He was absent so often that she got suspicious and wrote a note to his parents, as follows:

"I am afraid that Fred is playing truant and I would like your cooperation in securing a better attendance record from him."

This was the reply:

"Dere Teecher—If Fred is playing truant he didn't lern it at home. We air church peeple and hain't got a card in our house."—*Hannibal Labor Press.*

His better half (regarding him from the bedroom window): "Where you bin this hour of the night?"

"I've bin at me union, considerin' this 'ere strike."

"Well, you can stay down there an' consider this 'ere lockout."—*Tit-Bits.*

In these strenuous times, when "Drives" of every description are started daily, why not join the crowd? Let's have a drive of our own!

PAY A YEAR'S DUES IN ADVANCE

Your union has done a great deal for you. It has increased your salary and improved your working conditions. Still greater favors are expected during the coming year.

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P. A. STRACHAN, Organizer, Local No. 2.

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OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES

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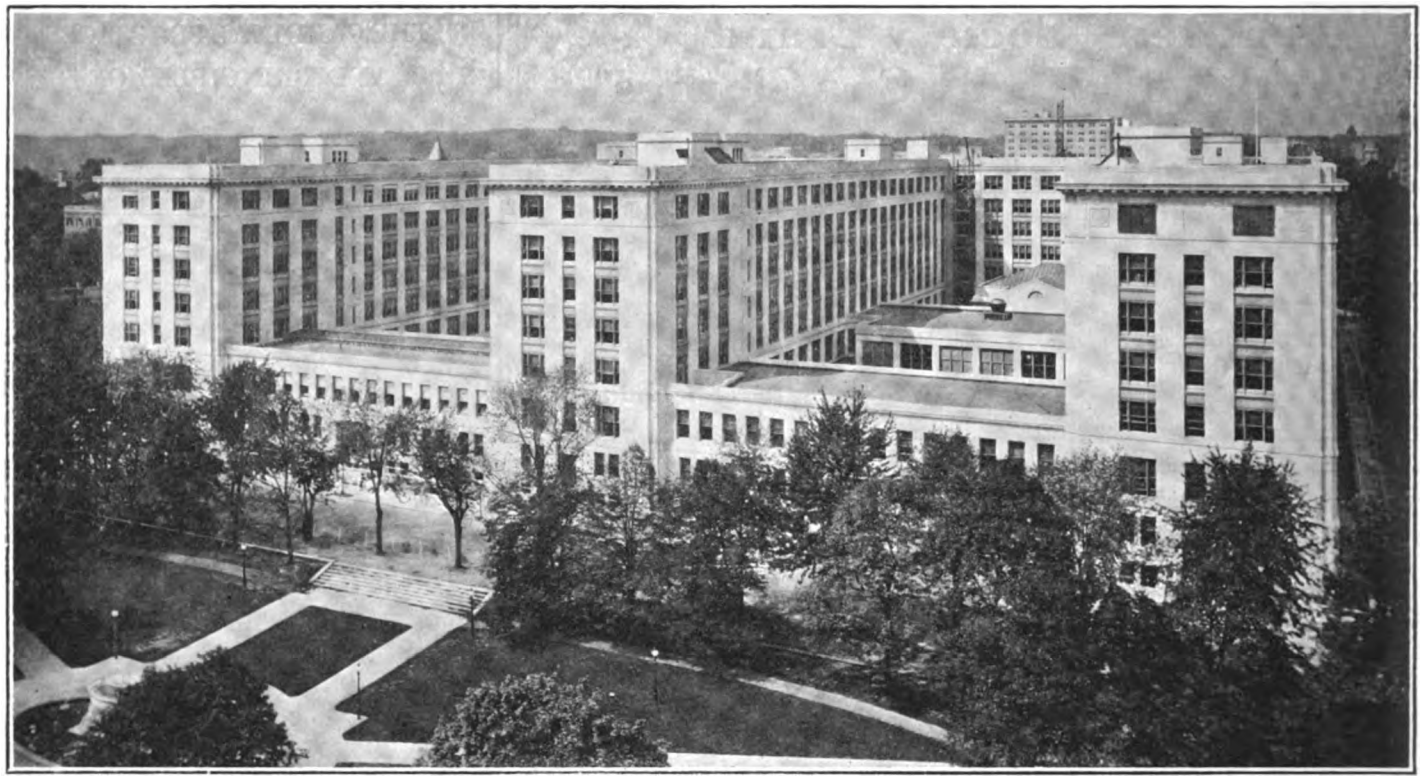

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Vol. IV . AUGUST 9, 1919 No. 9

The Month's Record

The Nolan Minimum Wage bill discussed at length in the House of Representatives and the Good amendment squarely beaten. All indications favorable to the passage of the bill by a decisive majority. Other matters also of special importance to government employees in general.

Later—Nolan Bill Passes the House

On July 22 the Nolan bill passed the House by a vote of 327 to 48, with 55 recorded as not voting.

DURING the last few weeks the chief event from the viewpoint of the government employees has been the defeat of the Good amendment to the Nolan Three-dollar-a-day Minimum Wage bill and the disclosure of the attitude of the House toward that measure, the passage of which by the House in the near future is regarded as a foregone conclusion.

FIRST DISCUSSION OF THE BILL IN THE HOUSE

On July 9 the Nolan bill came up for consideration in the House, on a favorable report from the Committee on Labor, of which Representative J. M. C. Smith of Michigan is Chairman, and was debated at length in Committee of the whole. The greater part of the discussion will be found on pages 486-505. This should be read by all interested in securing a clear idea of the way in which problems of the government workers and the public service are dealt with by our national legislators. Those who spoke at some length in support of the proposed measure were Representatives Nolan of California, in charge of the bill, J. M. C. Smith of Michigan, Chairman of Committee on Labor, MacCrate,

HON. JOHN I. NOLAN

Goldfogle, and Pell of New York, Andrews of Nebraska, Sabath of Illinois, and Fields of Kentucky. The only expressed opposition to the Nolan bill came from Mr. Blanton of Texas, who gave voice to perturbation of spirit lest perchance colored messengers, laborers, and charwomen might rise too rapidly to dizzy heights of affluence should the proposed measure become a law. Other prospective beneficiaries seemingly "didn't count" in the estimation of the Texas statesman.

Representative Good, of Iowa, chairman of the Committee on Appropriations, succeeded in securing the adoption on the first day's consideration of the bill in the Committee of the Whole of an amendment providing that the temporary salary increase of $240 for the current fiscal year should be computed as part of the total compensation of employees in determining their rights to the benefits of the minimum compensation authorized by the Nolan bill. Despite the opposition of Representative Nolan, the Good amendment was adopted, 77 to 43. The committee then rose and further discussion of the measure was deferred until the next Calendar Wednesday, July 16.

Realizing the seriousness of the blow to the hopes and vital interests of the employees throughout the land should the Good amendment be engrafted on the bill, our National Federation, with the close cooperation of the locals, began at once a vigorous campaign to prevent favorable action thereon by the House.

OUR NATIONAL FEDERATION URGES DEFEAT OF GOOD AMENDMENT

Under date of July 11, President Steward sent the following letter to every Member of the House:

The NATIONAL FEDERATION OF FEDERAL EMPLOYEES, which is composed of 137 local unions in 42 states, respectfully asks you to vote *against* Representative Good's amendment to the Nolan Minimum Wage bill for government employees, proposed in Committee of the Whole on Wednesday, July 9. We understand that the Nolan bill will come before the House for consideration again on Wednesday next.

Representative Good's amendment, which would require that the temporary salary

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increase of $240 granted for the current year in the Legislative Appropriation Act be computed as a part of the *base* pay of employees affected by the Nolan bill, would take away from more than 10,000 government workers *in the lower salary grades, all over the country*, a large part of the $240 increase. In other words, this amendment would strike hardest some of the very employees among whom the struggle for existence is most severe—in such services particularly as the Customs, Custodian Force of the Federal buildings, Bureau of Engraving and Printing, Penitentiaries, Bureau of Fisheries, Libraries, the schools and the Government of the District of Columbia.

It is incredible to us that Congress would intentionally withdraw immediately a relief it granted to these employees only four months ago. Therefore we ask your attention to the following considerations, feeling sure that when the situation is thoroughly understood the House will reverse the action taken in Committee of the Whole:

(1) The $240 increase is a temporary measure, *applying to the current year only, and intended as general relief to workers whose scale of pay has for years remained the same notwithstanding the increase in the cost of living.*

(2) *The Nolan Minimum Wage bill is permanent legislation—a recognition of the principle that every worker is entitled to a living wage at least. Above the minimum his pay should be determined by his efficiency and the character of his work.* By providing a minimum standard Congress is but performing a tardy act of justice to thousands of men and women who have had for years to eke out their livelihood by extra work at nights, and in whose families both husband and wife have to work, and perhaps to take their children out of school, in order to make up the necessary family income—even then in many cases, remaining below the standard of proper nourishment, health, and comfort.

(3) To add the $240 to the lowest salaries is even more important than to add it to those in the upper groups to which the $240 increase is applied, namely, all salaries up to and including $2,500 per year. The Legislative bill itself, however, contains the following restriction upon the application of the $240 increase (see Section 7, page 61):

"*Provided further,* That where an employee in the service on June 30, 1918, has received during the fiscal year 1919, or shall receive during the fiscal year 1920 an increase of salary at a rate in excess of $200 per annum, or where an employee, whether previously in the service or not, has entered the service since June 30, 1918, whether such employee has received an increase in salary or not, such employee shall be granted the increased compensation provided herein only when and upon the certification of the person in the legislative branch or the head of the department or establishment employing such persons of the ability and qualifications personal to such employees as would justify such increased compensation."

In accordance with the foregoing provision, all employees who under the Nolan minimum rate of $1,080 would be advanced more than $200 per year, would receive the $240 *only upon certification as above. This would be true of all salaries of* $880 *or less.* That is to say, an employee whose present base pay is $600 per year, when raised by the Nolan bill to a salary of $1,080 per year, would have received an increase of more than $200, and therefore, would not receive the $240 increase without special certification.

The case is different, however, with employees receiving more than $880 and less than $1,080 per year, of whom there are more than 10,000 all over the country. These employees, if advanced to the Nolan minimum of $1,080, would have received an increase of less than $200 per year, and therefore would be entitled under the Legislative Act to the $240 increase. Representative Good's amendment takes away a part of this benefit, leaving these employees at their present rating.

This discrimination, we feel, is unwarranted and unfair. We, therefore, earnestly urge you to vote *against* the Good amendment to the Nolan Minimum Wage bill when it comes before the House next Wednesday."

In addition to the representations contained in the foregoing letter, the situation was explained personally to Members of the House wherever possible, in order that they might understand the grave injustice that would follow the adoption of the Good amendment.

CAMPAIGN AGAINST GOOD AMENDMENT SUCCESSFUL IN HOUSE

The effectiveness of the strenuous efforts put forth was clearly shown by the defeat of the obnoxious amendment by a decisive vote (283 to 91) when the House resumed discussion of the Nolan bill July 16.

Notwithstanding the fact that the Good amendment originated on the Republican side of the House, the number of Republicans voting against it was 182 and the number of Democrats 100. Representative Mondell, Floor Leader, did not vote at all, but Representative Campbell, of Kansas, Chairman of the Rules Committee, and Representative Madden, of Illinois, voted against it. On the other side of the aisle, Minority Leader Champ Clark and Representative Scott Ferris, of Oklahoma, Chairman of the Democratic Congressional Committee, also voted against the amendment. Representative Fess, of Ohio, Chairman of the Republican Congressional Committee, and Mr. Good himself were the only Republican leaders who voted for it.

Party politics entered actively into the debate, and for hours the Democrats sought to amend the bill to bring fourth-class postmasters, letter carriers, and railway mail clerks under its provisions. A dozen or more amendments to this effect were offered from the Democratic side to include the postal employees, and when all of these failed of adoption, Representative Wingo, of Arkansas, made a speech in which he claimed that the Democrats were being blocked by the Republicans in an effort to right a great injustice to the postal workers.

To this reply was made by Representative Nolan and Representative Madden, who explained again and again that it was by request of the postal employees' organizations, and of the House Committee on Post-offices and Post Roads that the entire postal service was left to be legislated for in measures reported from that committee instead of from the Labor Committee.

CLERKS TO MEMBERS INCLUDED IN OPERATIONS OF BILL

An amendment was offered by Representative Montague, of Virginia, providing that clerks to members of the House be excluded from the provisions of the Nolan Minimum Wage bill. In the heated debate on this question it was urged that because of the personal and confidential character of the service rendered by the clerks to Congressmen the law ought not to require that they receive the minimum of $3 per day. Representative Nolan and Representative MacCrate, of New York, however, prevailed with their vigorous arguments as to the position in which Congressmen would put themselves by voting not to pay a living wage to their own employees while requiring that other government employees receive such a minimum. The Montague amendment was defeated by a large majority.

The only amendment to the bill which was adopted was one offered by Representative Cannon, of Illinois, striking out section 2, which requires that new appointments shall be given those whose salaries are increased in accordance with its terms.

The defeat of the Good amendment when the Nolan bill came up on the calendar, is regarded as a decisive victory for the friends of the bill, including Representative Nolan and his supporters on the floor, and our National Federation. The bill as it now stands will raise the pay of about 66,000 government workers throughout the country, large numbers of whom are in the Custodian Service of federal buildings, the Customs, Immigration, Fisheries, Lighthouse, Indian, Penitentiary Guards and other field services.

YEAS AND NAYS ON THE GOOD AMENDMENT

The vote on the Good amendment stood:

Yeas 91, Nays 283, answered "present" 2, not voting 54, as follows:

Yeas: 91.

Ackerman, Alexander, Aswell, Bankhead, Barkley, Begg, Black, Bland (Va.), Blanton, Booher, Box, Brand, Browning, Buchanan, Byrnes (S. C.), Byrns (Tenn.), Candler, Cannon, Carter, Clark (Fla.), Collier, Connally, Cramton, Crisp, Davis (Tenn.), Dickinson (Mo.), Dickinson (Iowa), Dominick, Doughton, Esch, Evans (Nebr.), Fess, Fisher, French, Garner,

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Garrett, Good, Goodykoontz, Graham (Pa.), Green (Iowa), Hamilton, Hardy (Texas), Harrison, Hoch, Holland, Huddleston, Humphreys, Hutchinson, Johnson (Ky.), Johnson (Miss.), Kincheloe, Kitchin, Larsen, Lever, Luce, Mansfield, Moore (Va.), Nelson (Mo.), Oliver, Padgett, Platt, Pou, Quin, Radcliffe, Ragsdale, Rayburn, Riddick, Robinson (N. C.), Rowe, Rubey, Rucker, Saunders (Va.), Sears, Sisson, Steagall, Stedman, Stephens (Miss.), Sumners (Tex.), Thomas, Venable, Vinson, Volstead, Watson (Va.), Weaver, Welling, Wilson (La.), Wise, Wood (Ind.), Woods (Va.), Wright, Young (Tex.)

Nays: Almon, Anderson, Andrews (Md.), Andrews (Nebr.), Anthony, Ayres, Bacharach, Baer, Barbour, Bee, Benham, Bland (Mo.), Boies, Bowers, Briggs, Brinson, Brooks (Ill.), Brooks (Pa.), Brumbaugh, Burdick, Burke, Burroughs, Butler, Caldwell, Campbell (Kans.), Campbell (Pa.), Carew, Carss, Casey, Chindblom, Christopherson, Clark (Mo.), Classon, Cleary, Coady, Cole, Cooper, Crago, Crowther, Cullen, Currie (Mich.), Curry (Cal.), Dale, Dallinger, Darrow, Davey, Davis (Minn.), Dempsey, Dennison, Dent, Dewalt, Donovan, Dooling, Doremus, Dowell, Drane, Dunbar, Dunn, Dupré, Dyer, Eagan, Edmonds, Elliott, Ellsworth, Elston, Evans (Mont.), Evans (Nev.), Ferris, Fields, Fitzgerald, Focht, Foster, Frear, Fuller (Ill.), Fuller (Mass.), Gallagher, Gallivan, Gandy, Ganly, Gard, Garland, Glynn, Godwin (N. C.), Goldfogle, Goodwin (Ark.), Gould, Greene (Mass.), Griest, Griffin, Hadley, Hamill, Hardy (Colo.), Haskell, Hastings, Hawley, Hayden, Hays, Hernandez, Hersey, Hickey, Hill, Houghton, Howard, Hudspeth, Hulings, Hull (Iowa), Husted, Igoe, Jacoway, James, Jefferis, Johnson (S. D.), Johnson (Wash.), Johnston (N. Y.), Jones (Pa.), Jones (Tex.), Juul, Kahn, Kearns, Kelley (Mich.), Kelly (Pa.), Kendall, Kennedy (R. I.), Kiess, Kinkaid, Kleczka, Kraus, Kreider, La Guardia, Lampert, Langley, Lanham, Lankford, Layton, Lazaro, Lee (Ga.), Lehlbach, Lesher, Linthicum, Little, Lonergan, Longworth, Lufkin, Luhring, McAndrews, McArthur, McCulloch, McDuffie, McFadden, McGlennon, McKeown, McKiniry, McLean, McLaughlin (Mich.), McLaughlin (Nebr.), McPherson, MacCrate, MacGregor, Madden, Magee, Maher, Major, Mapes, Martin, Mays, Mead, Merritt, Michener, Miller, Minahan (N.J.), Monahan (Wis.), Montague, Moon, Mooney, Moore (Ohio), Moore (Pa.), Moores (Ind.), Morgan, Morin, Mott, Mudd, Murphy, Nelson (Wis.), Newton (Minn.), Newton (Mo.), Nicholls (S. C.), Nichols (Mich.), Nolan, O'Connell, O'Connor, Ogden, Oldfield, Osborne, Overstreet, Paige, Park, Parker, Parrish, Pell, Peters, Porter, Rainey, H. T., Rainey, J. W., Raker, Ramsey, Ramseyer, Randall (Cal.), Randall (Wis.), Reber, Reed (N. Y.), Rhodes, Ricketts, Riordan, Robsion (Ky.), Rodenberg, Rogers, Romjue, Rose, Rowan, Sabath, Sanders (Ind.), Sanders (La.), Sanders (N. Y.), Sanford, Schall, Scott, Phelan, Sells, Sherwood, Shreve, Siegel, Sims, Sinclair, Sinnott, Smith (Idaho), Smith (Ill.), Smith (Mich.), Smith (N. Y.), Snell, Snyder, Steele, Stephens (Ohio), Stevenson, Strong (Kans.), Strong (Pa.), Summers (Wash.), Sweet, Taylor (Ark.), Taylor (Tenn.), Temple, Thompson (Ohio), Thompson (Okla.), Tillman, Tilson, Timberlake, Tincher, Tinkham, Towner, Treadway, Upshaw, Vaile, Vare, Vestal, Voigt, Walsh, Walters, Wason, Watkins, Watson, (Pa.), Webster, Welt, Whaley, Wheeler White (Kans.), White (Me.), Williams, Wilson (Ill.), Wilson (Pa.), Wingo, Winslow, Yates, Young (N. Dak.), Zihlman.

Sundry Items of Interest

RETIREMENT BILL FAVORABLY REPORTED IN BOTH HOUSES

CONSIDERABLE progress has been made with the Lehlbach-Sterling Retirement Bil, which is now on the calendar in both Houses of Congress with a favorable report from the committees in charge. The friends of the measure are encouraged by the hearings which have been held thereon and by the strength of the support in evidence to believe that the passage of the bill can be brought about at this session. At the first opportunity that seems promising an attempt will be made to get the measure before either House or Senate, looking toward its enactment.

NAVY YARD EMPLOYEES' REPRESENTATION ON WAGE BOARDS

Supplementary to his order of June 10, 1919 (which appeared in our last issue), Assistant Secretary of the Navy Roosevelt has issued, under date of July 2, the following circular letter addressed to "Commandants, Naval Districts, Commandants and Industrial Managers, Navy Yards and Naval Stations, Inspectors of Ordnance in Charge," relative to collection of data on wages for the clerical force:

"1. The member of the Board, appointed in accordance with reference, to represent the employees, shall be appointed only after nomination by a majority ballot of all employees embraced in the term 'clerical employees' as indicated in paragraph two of reference.

"2. A vote shall be taken in accordance with the foregoing paragraph to determine who shall represent the employees, notwithstanding that an employee has already been appointed to represent the employees, unless such representative was appointed after selection by a majority vote of the employees concerned."

BUT FEW SALARY INCREASES IN SUNDRY CIVIL BILL

The Sundry Civil Bill, we regret to state, with few exceptions, makes no general provisions for higher salaries. This is true with respect to the Immigration, Customs, and Fisheries Services, which received the same appropriations as last year, respectively; also with respect to penitentiary guards and attendants. The Custodian Service was granted an increase of $150,000.

The other principal increases of the bill which affect the salary question are: U. S. Employment Service, $400,000, to provide for maintenance until Congress shall have disposed of the recommendation of Secretary of Labor Wilson to establish a permanent Federal Employment Service; Woman-in-Industry Service, $40,000; Joint Commission on Reclassification of Salaries, $50,000 instead of $25,000 previously appropriated.

SCIENTISTS' SALARIES IN DEPARTMENT OF AGRICULTURE RESCUED

The amendment incorporated by the Senate in the Agricultural Appropriation Bill, on motion of Senator King, of Utah, which limited to $2,500 salaries in the Department of Agriculture paid from lump-sum appropriations, was stricken from the bill by the conferees after a strong protest had been made by our National Federation. The conferees adopted the unusual course of granting a hearing on the amendment in question. National President Steward, Secretary-Treasurer Newmyer, and Dr. Rodney H. True, chairman of the Scientific and Technical Section of Federal Employees Union No. 2, appeared before the Conference Committee and pointed out that the proposed cut in salaries would be disastrous to the most vital work and the organization of the department.

SECTION OF SCIENTIFIC AND TECHNICAL GOVERNMENT EMPLOYEES

At the last meeting of the Board of Representatives of Washington Local No. 2 the framework of the organization of the scientific and technical employees of the Government on duty in Washington was approved by the Board. Within the last few months hundreds of these employees, many of whom hold high positions in the service, have entered the union ranks, following the example of the large number of their brethren already enrolled, and the leading spirits in the movements are enthusiastic over the prospects for the future.

On the unanimous recommendation of the Conference Committee of representatives of Local No. 2 and of the scientific and technical employees, consisting of Miss Jessie Dell, Major J. Q. A. Braden, and J. G. Gurley, on the part of the former, and J. F. Meyer, C. L. Shear, and A. B. Graham, on the part of the latter, with B. W. Payne, of Local No. 2, selected by the other six as chairman, the Board adopted the following resolution.

Resolved, That it is hereby agreed between the Board of Representatives of Federal Employees Union No. 2 and the

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scientific organization referred to in the resolution of said Board [admitting the organization as such to F. E. U. No. 2 and creating a joint committee to adjust the matter of organic relationship therewith] hereinbefore set forth:

1. That a Scientific and Technical Section of Federal Employees Union No. 2 is hereby established. The chief objects of this section are:

(*a*) To further increase the effectiveness of Federal Employees Union No. 2 by enlisting more actively, along their own professional lines, the interest of scientific and technical workers in furthering the principles of united action among government employees;

(*b*) To increase the efficiency of the public service and of its scientific and technical workers by securing the conditions essential to the best professional service;

(*c*) To bring the scientific and technical workers into closer cooperation with each other in the government service and with their colleagues engaged in scientific work in colleges and universities, in research laboratories, and in state and municipal institutions;

(*d*) To promote scientific research in the government service, in industry, and in educational institutions.

2. That membership in this section shall be confined to scientific and technical employees of the Government who are members in good standing of Federal Employees Union No. 2.

3. That the Section shall choose its own officers and committees, and draw up its own constitution and by-laws, not inconsistent with the constitution of Federal Employees Union No. 2.

4. That in accordance with the constitution of Federal Employees Union No. 2, the members in this section shall be represented on the Board of Representatives through the Departmental and Bureau Branches of which they may be members.

5. That the section shall receive such financial support as may be authorized by Federal Employees Union No. 2.

The Board also suggested "that more general and more active participation on the part of the scientific and technical employees in the work of Federal Employees Union No. 2 is cordially welcomed"; and "the desirability, from the viewpoint of the good of the organization as a whole, of electing to membership on the Board as opportunity may offer, an equitable proportion of representative scientific and technical employees."

Looking toward the organization of employees of the Government stationed outside the District of Columbia as destined to become in the near future an important phase of our movement, it was agreed that a practical working plan which shall bring into close touch and cooperation employees of this class throughout the country should be devised jointly by Federal Employees Union No. 2 and the National Federation of Federal Employees.

THE CASE OF THE NAVAL RESERVISTS SETTLED BY CONGRESS

President Luther C. Steward, in behalf of our National Federation, recently protested against the continuance in the service of the Naval Reservists recently who are assigned to clerical work. The Naval Appropriation Act, as approved by the President, provides that the Yeomen (F) shall be placed on inactive duty within thirty days after the approval of the Act. It provides further that members of the Naval Reserve Force, which includes the Yeomen (F), "shall not hereafter be ordered to perform active duty on shore of a kind which is ordinarily performed by civilians, and all Reservists now performing such duty shall be relieved from such duty within thirty days after the date of approval of this Act.

"Members of the Naval Reserve Force and Marine Corps Reserve whose conduct, services and efficiency have demonstrated the desirability of their retention may, in the discretion of the Secretary of the Navy, be given temporary civil appointments in the Navy Department or Naval establishment at the ordinary and usual rates of pay accorded employees performing a similar character of work, provided such services are necessary.

"Members of the Naval Reserve Force and Marine Corps Reserve who accept such temporary civil appointments shall be given an opportunity to qualify by a civil service examination for certification in accordance with civil service rules to fill such vacancies as may occur, in cases where they are not already eligible for appointment or reinstatement. All temporary appointments made hereunder shall terminate not later than June 30, 1920."

WASHINGTON MERCHANTS' PROFFERED AID DECLINED

It was announced recently in the Washington papers that the Merchants and Manufacturers' Association of that city were to begin a campaign for the purpose of securing better salaries for government employees.

The announcement drew this comment from President Luther C. Steward, of our National Federation, in a letter addressed to Secretary Chas. J. Columbus, of the Association:

> Permit me to say, in behalf of our organization, that while we do not doubt that many of the merchants of Washington personally are our disinterested well-wishers, we must decline the proffered support of the merchants as such, for the reason that their concern as to the salaries of 104,000 of their customers is a handicap rather than a help to our cause. If the merchants would propose a limitation upon their own profits, their action would be of real value, since it would thereby relieve the pressure of the cost of living to the government workers.
>
> We say this advisedly, out of an experience with rent profiteering, food profiteering, and a period of unparalleled high prices for every necessary article. It is an unquestioned fact that business in the District of Columbia was never more prosperous than it is at present, while for the federal employees the effort to make ends meet was never so great. And it is to the point that Washington merchants actually advertised in the newspapers a year ago, openly setting forth their claim to their "share" of the government workers' pitiful war increase of $10 a month!

President Steward then adverted to the "reference in the published resolution of the Merchants and Manufacturers' Association to the minimum wage they have agreed to for their own employees." "Although," remarked Mr. Steward—

> that wage is referred to as $18 per week, it is a fact that it is but $16.50 per week. The workers' representatives asked for $18 per week as the minimum cost of living, but the employers would not agree to the higher figure. Yet your resolution says, "The Merchants' and Manufacturers' Association petition Congress with cleaner hands than ever!"
>
> May we suggest that this claim requires that the merchants shall raise the pay of their own employees not merely to the inadequate minimum of $16.50 per week, but to a point which represents reasonable *compensation* for the work they do?

In replying to President Steward's letter, Secretary Columbus contented himself with regretting that Mr. Steward had—

> misconstrued the good intentions of the Merchants and Manufacturers' Association as expressed in your [his] letter.
>
> This organization has an honorable record and we believe its membership to be beyond reproach.
>
> We have always entertained the sincerest good-will for the government employees, both Federal and District.
>
> The fact that they have been underpaid for years has been the regret of all Washingtonians.

The result of the correspondence is the abandonment of the proposed campaign for higher government salaries on the part of the business fraternity.

MEAT INSPECTION SERVICE, BUREAU OF ANIMAL INDUSTRY

As a result of the efforts of several agencies, among them our National Federation, the Agricultural Appropriation Bill, as passed, carries an increase of $426,760 over the amount appropriated for the fiscal year 1919, for the Meat Inspection Service of the Bureau of Animal Industry. The bill provides that the sum of "$100,000 may be used for the inspection of equine meat in the manner provided in said Act, all of the provisions of which are hereby applicable to such meat." Further, "the Secretary of Agriculture is authorized, in his discretion, to pay employees of the Bureau of Animal Industry employed in establishments subject to the provisions of the Meat Inspection Act of June 30, 1906, for all overtime work performed at such establishments, at such rates as he may determine, and to accept from such establishments wherein such overtime work is performed reimbursement for any sums paid out by him for such overtime work."

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A Political Labor Party?

Whether or not there should be in the United States, as in England, a national Political Labor Party is the question here discussed pro and con. As this is one of the really big questions of our time, one which presses more and more forcibly for decision as the days go by, every citizen should inform himself regarding the points at issue.

For a Political Labor Party

By ROBERT M. BUCK

Editor of "The New Majority," Official Organ of the Labor Party of Cook County, Illinois

THE labor movement in Great Britain has found it necessary to organize the workers three ways—in the unions for industrial action, in a political party as voters, and in the cooperative societies as consumers.

Sam Finney, fraternal delegate from the British Trades Union Congress to the A. F. of L. convention, said in his address before the convention at Atlantic City:

> We spent thousands of pounds sending delegations to parliament and it did us no good. Now we are sending our own representatives to the House of Commons as members to speak for us. If you would try it in America, with your energy and push, you would be even more successful than we.

Before he made the speech the movement was well under way in the United States for a national Labor Party. Starting in Chicago, the idea has swept the country. There are now state Labor Parties organized or in process of organization in Illinois, North Dakota, Connecticut, and Pennsylvania.

There are local labor parties working toward state organizations in New York City, Schenectady, Omaha, Seattle, Minneapolis, Kansas City, Kans., and many other places. The call has gone out for a conference in Chicago August 18, to consider the advisability of holding a national convention in October to form a national Labor Party.

The reason for the organization of the Labor Party here as well as in Great Britain has been stated in a nutshell by Mr. Finney.

THE PRESENT PRACTICAL WORKINGS OF AMERICAN POLITICS

How do we elect men to govern us in the United States—the men who make the laws we have to live under?

They are nominated by political parties. No man can be elected to Congress or to a state legislature (except rarely under conditions of special public excitement) unless he is the nominee of a political party.

It costs money to be elected to public office. Halls have to be hired. Speakers have to be sent around. Signs have to be painted. Banners have to be strung. Pamphlets have to be printed and addressed and mailed. Advertisements have to be paid for. Honest men ordinarily cannot afford to run for office because of the expenditures involved, unless some way can be found to finance their campaigns without them having to pay the bills. That is why political parties exist.

How is a man chosen to be the candidate of a political party? We have the direct primary, of course, but none but the unsophisticated allege that an independent candidate has a chance to win in a primary, except occasionally owing to unusual circumstances.

Groups form within parties to finance candidates at primaries. These groups prepare slates of candidates and the candidates who will win nominations at primaries have to be the candidates of some group with a slate powerful enough to put up a winning fight.

This means that the candidates who get party nominations have to be acceptable to groups of party politicians. At this point it becomes pertinent to observe that *a man's boss is the man he gets his money from.* The same is true of political parties. They can get money to finance expensive campaigns only from those who are pleased with what the parties are trying to do.

It is notorious that the old parties—Republican and Democratic—get their campaign contributions from big business. Of course, they get many small donations from less prosperous folk who are members of a party and are enthusiastic enough to help pay the bills. But the big sums that pay the enormous bills—millions of dollars in national campaigns—are paid by corporations and wealthy individuals connected with corporations. In many cases the same corporation or individual will pay equal sums into the war chests of both old parties.

Why is it to the interest of big business to finance these old parties?

Because a man's—or a party's—boss is the man his money comes from, and as long as big business financially supports the old parties, so long can big business dominate the big parties and prevent their candidates from passing or enforcing any laws, if elected to office, that will hurt big business.

It is human nature. It can fail only in rare instances—not often enough to hurt big business.

These candidates of the old parties, having been chosen by the party leaders who solicit the necessary funds from big business, then go out on the platform and make campaign speeches to the workers. They can't be elected without the votes of the workers, so they have to go to the workers and make speeches.

They tell the workers what great things they will do for them if elected. They couldn't get this message to the workers if it were not for the campaign contributions of big business, for it is an expensive thing to do.

The workers listen and vote for them. They are elected. Then what happens? Do they come to the workers who voted for them for instructions what laws to pass and what laws to repeal? No. They got only votes from the workers. They go to the party bosses who got them the money that made it possible for them to campaign for votes. Those bosses go as intermediaries to the big business bosses they got the money from and get instructions for their puppet candidates who have been elected.

You can't get away from it. A man's boss is the man he gets his money from.

Under this system the worker hasn't got a look-in at running his government. It doesn't matter which candidate wins, the worker loses. The cards are stacked against him. The party platforms promise him things, but they are merely high-sounding phrases to catch his votes with and the candidate who is elected contemptuously disregards the mere voter he flimflammed in his campaign and holds his conferences with the rich and powerful.

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As Fraternal Delegate Finney said to the A. F. of L., the workers may spend their money, their time and their energy sending delegations to Congress and to the state legislatures. They get the kind of a welcome the farmers got from the North Dakota legislature that told them to go home and "slop their hogs."

THE ONLY REMEDY—A POLITICAL PARTY OF THE WORKERS

There is only one peaceable way out.

That is for the workers to organize a political party of their own and finance it themselves. Let every penny that goes to pay campaign expenses of candidates be paid into the party treasury by the rank and file of the workers, and then when the candidates are elected, they must come to the workers for advice and instructions, for a man's boss is the man he gets his money from.

The Labor Party seeks to do this by means of dues-paying membership. If every worker would join the party and pay annual dues into its treasury, the Labor Party would be more abundantly financed than any corporation-owned party ever has been and by the peaceful processes of the ballot the workers would control their own government.

It is necessary for the workers, in order to do this to have their own press, because the newspapers are owned and controlled by big business as completely as the political parties are. The workers must have their own sources of information upon which they can depend for reliable news and when these two things materialize—a Labor Party financed by working men and women and a labor press independent of big business influence—the government of the country will become actually, as well as theoretically, democratic.

Against a Political Labor Party

The Attitude of the American Federation of Labor

It is important to note that the attitude of the American Federation of Labor toward the question of a political labor party, as expressed by President Gompers and endorsed by the Executive Council, which is set forth below, was formally approved by the Atlantic City Convention of the Federation in June.

IN RESPONSE to a request from members of the American Federation of Labor, President Gompers, at a meeting held in New York City last December, announced his position in regard to the formation of a political labor party, taking as his text Art. III, Sec. 8, of the constitution of the American Federation of Labor, which declares that "politics, whether they be Democratic, Republican, Socialist, Populist, Prohibition, or any other, shall have no place in the conventions of the American Federation of Labor."

The Executive Council of the Federation approved the address as expressing its judgment of the attitude to be taken for the protection and promotion of the best interests of labor, and, in conformity with this view, the council declared that "while local and central bodies and state federations may enter into the political field, either independently or otherwise, it is not within their province to form or become part of a national political party."

HOW LABOR HAS FARED IN POLITICAL PARTY MOVEMENTS

In opening his address, Mr. Gompers stated that no man had a right to look lightly upon the movement recently inaugurated in certain cities for a political party, and that it should be neither adopted nor rejected without serious consideration and deep concern. A brief outline of the progress of the labor movement both here and abroad followed, with special reference to political action, the speaker including in his review the National Labor Union, which dissolved after nominating a presidential candidate; the eight-hour movement which, while instrumental in reducing the working day from 16 hours to 10, suffered a set-back by reason of the Haymarket tragedy with which it was sought to connect it; and the formation and dissolution of the Progressive Labor Party.

In Germany, Mr. Gompers said, the trade-union movement having been dissolved by Bismarck, and labor organizations not having the right to exist, the movement went to its death for a time. When the order was slightly modified, it revived, but with an absolute lack of democracy in its organization. Executive officers imposed their will on those below, whose principal aim came to be the currying of favor with those in power.

In France, the labor movement is not extensive. Some of the most completely organized unions are wholly out of touch with the French Federation of Labor because they want to exercise their individual right of trade-union action; the political party dominates the trade-union movement in France.

"In England there are the British Trade Union Congress, the British Federation of Trade Unions, and the Labor Party. For the discussion of business when the conventions of either party are not in session, they meet jointly in conference through the Parliamentary Committee of the British Trade Union Congress and the Executive Committee of the Labor Party. Quite a number of the members of the Parliamentary Committee of the British Trade Union Congress are members of the Labor Party, and quite a number of them who hold their seats in Parliament are members of the Labor Party. As a matter of fact, the Executive Committee of the Labor Party dominates the entire movement of England.

ECONOMIC MOVEMENT MORE EFFECTUAL THAN A POLITICAL MOVEMENT

"The fact is that an independent political labor party becomes either radical, so-called, or else reactionary, but it is primarily devoted to one thing and that is vote getting. Every sail is trimmed to the getting of votes. The question of the conditions of labor, the question of the standards of labor, the questions of the struggles and the sacrifices of labor, to bring light into the lives and the work of the toilers—all that is subordinated to the one consideration of votes for the party.

"I have read the fourteen points which have been formulated for the proposed labor party here [printed in the December, 1918, FEDERAL EMPLOYEE, page 1214]. Is there one of them of an essential character to the interests and welfare of the working people of the United States which is not contained in the curriculum, the work and the principles of the *bona fide* labor movement of our country?

"Which movement, economic or political, in any country on the face of the globe has brought more hope and encouragement, more real advantage, to the working people than the trade-union movement of America has brought to the wage-earning masses of our country?

"The organization of a political labor party would simply mean the dividing of the activities and allegiance of the men and women of labor between two bodies, such as would often come in conflict.

"In our movement we have done some things. We have brought together more than three million workers, organized into our trade unions and belonging to the American Federation of Labor. In addition there are between four and five hundred thousand workmen in the railroad brotherhoods not affiliated with us, but yet in accord with our work and our policies. In other words, there are nearly four million of organized trade unionists in the United States.

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There is not always harmony; there is disagreement; there is opposition, all of it important, all of it tending to crystallize the sentiment of unity and devotion to the cause of labor. The American labor movement occupies the field of activity without yielding one inch to any other body.

"Who are we going to have as the leaders of this new political labor party here? I understand that there is impatience among our fellows. It is creditable to them that they are impatient. . . . But there is such a thing as attempting to overrun, and by overrunning to defeat the object we would gain for the wage-earners and to throw them into the hands of those who do not know the honest aspirations of labor or who would direct them for personal aggrandizement.

"Here we are in this transition period from war into peace, with all that it may mean. I ask you whether the creation of a political labor party, and particularly at this time, would help to solve these problems and meet these dangerous conditions? If ever unity was needed for the toilers, it is now.

BIG THINGS DONE FOR THE WORKERS BY A. F. OF L.

"It is not true, as some carping critics allege, that the American Federation of Labor is a non-political organization. As a matter of fact, the workers of the United States and the organized labor movement act voluntarily in the exercise of their political right and power. We have changed the control of our Government from the old-time interests of corporate power and judicial usurpation. We have secured from the Government of the United States the labor provision of the Clayton Anti-trust Law, the declaration in the law that the labor of a human being is not a commodity or article of commerce. In that law we have secured the right of our men to exercise functions for which, under the old regime our men were brought before the bar of justice and fined or imprisoned. We have secured the eight-hour workday not only as a basic principle, but as a fact. We have secured the Seamen's law giving to the seamen the freedom to leave their vessels when in safe harbor. The seamen of America are now free men and own themselves. We have secured a child labor law, and although it has been declared unconstitutional, we are again at work to secure a law for the protection of our children. Better than all, we have established the concept in law and in administration that the interest and welfare of the workers are paramount, and this not only in the laws of our republic, but in the laws of our states and municipalities.

"There are other laws in the interest of labor which we have secured, more than I can mention offhand, but far above all these are the improvements brought into the lives and work of the toilers by their own actions as organized workers. We have established unity of spirit; we have established the extension of organization among the formerly unorganized, and our organized free existence to function and to express ourselves is now practically unquestioned.

"Suppose in 1912 we had had a labor party in existence; do you think for a moment that we could have gone as the American labor movement to the other political parties and said: 'We want you to inaugurate in your platform this and this declaration?' If one of the parties had refused and the other party consented and took its chance, would the American Federation of Labor have been permitted to exercise that independent political and economic course if the labor party had been in existence? How long would we have had to wait for the passage of a law by Congress declaring law, in practice and in principle, that the labor of a human being is not a commodity or an article of commerce—the most far-reaching declaration ever made by any government in the history of the world."

Salaries Advanced to Custodian Force in Chicago

Some government employees at least were fortunate enough to have a rough path smoothed out for them by the considerate action of an official, as explained in the following notice issued on July 17 to the Custodian Service employees by Chas. F. Nagl, Assistant Custodian of the U. S. Postoffice Building, Chicago:

Knowing that mostly all of my employees cannot save anything out of their meager salary for a rainy day or for just such occasions as this, when our pay is held up because of political differences between our President and Congress, I secured a loan from the Central Trust Company of Illinois for the purpose of helping those in need to tide over this emergency.

Employees who find it necessary to borrow money for necessities during this emergency should apply to this office, and they will be advanced part of their salary to take care of their immediate needs.

In referring to Brother Nagl's action, which saved 178 employees from serious inconvenience, if not actual hardship, the Chicago *Daily News* discloses the fact that he signed—

a note for $17,000 with which to advance the pay of the workers. The bank is letting Mr. Nagl have the money without interest. Clerks, stenographers, janitors, scrub women and other employees are to be paid out of the advanced money.

Brother Nagl is well known to our membership as the Fifth Vice-president of the National Federation.

Work of the Labor Press Given High Praise

AT THE annual convention of the International Labor Press, which was held in Atlantic City June 8 and 9, the following letters from President Wilson and Secretary of the Treasury Glass were read to the delegates:

THE WHITE HOUSE

Washington, D. C., June 28, 1918.

My dear Mr. Woll:

May I not express to you, and beg that you will express to your associates of the International Labor Press of America, my very warm and deep appreciation of the telegram sent me from the Association on June 20th? It gives me the most genuine gratification to be so generously supported.

Cordially and sincerely yours,

WOODROW WILSON.

THE SECRETARY OF THE TREASURY

Washington, June 7, 1919.

My dear Mr. Woll:

I received your letter of the 28th of May, advising me that The International Press of America will hold its annual convention in Atlantic City on the 8th of June. In reply, I am glad to have the opportunity of expressing the hope that you will convey to the convention the sincere appreciation of the Treasury for the patriotic support and cooperation of the Labor Press in the Liberty Loans and War Savings campaigns. These publications have given liberally of their space to carry the message of the Government into the homes of the people. The great war into which America was drawn in defense of her honor and rights and the liberty of mankind, required financing on a stupendous scale, such as was never known in the history of the world before. The rich or poor alone could not have financed the tremendous operations of the Government. The support of the entire nation was required. No lover of America thought that that support would be wanting if the needs of the Government were made known to the people in every walk of life. Newspapers, magazines, press associations, and publications of every description loyally came forward and generously explained to the people the requirements of the Government as they developed day by day, week by week, and month by month. They cooperated not only in making the people understand that it was their patriotic duty to invest in the securities of the Government but that likewise it was their patriotic duty to conserve goods and services in order that there might be placed at the disposal of the Government the assistance of every man and woman and all available supplies needed to prosecute the war. The Treasury's gospel of thrift, urging the people to save in the interest of the nation, was effectively preached through the columns of the Labor Press of the country. The people have saved and sacrificed in order to support our gallant sons upon the battlefields of Europe, and they are today the owners of the billions of government securities which have been so widely distributed by the Treasury during the war.

It will always be a source of satisfaction to the editors and publishers of the Labor Press of America that they cooperated so loyally and effectively in support of the Government of their country during the greatest crisis of her history, and I want you to know that your efforts are deeply appreciated by the Treasury.

Sincerely yours,

CARTER GLASS.

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American Working Women and the Peace Conference

As told in the April FEDERAL EMPLOYEE the National Women's Trade Union League, with the cordial approval of President Wilson, sent a delegation, consisting of Miss Mary Anderson of Chicago and Miss Rose Schneiderman of New York, to attend the Peace Conference in Paris. Below is the story (somewhat abridged) of their experiences on this mission.

WE SECURED passage for France via England on the Cunard steamer *Coronia,* scheduled to sail March 10. Owing to the harbor strike in New York City and to delays in Halifax and London we did not reach Paris till Wednesday afternoon, March 26.

While in London we were able to confer with Miss Margaret Bondfield, president of the National Federation

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MARY ANDERSON

of Women Workers, who told us of the situation in Paris and asked us to support two amendments which the English trade union women desired to have incorporated in the draft of the Labor Commission.

Arrived in Paris, we went immediately to the meeting place of the Labor Commission, to find that it had adjourned and that the members had left Paris the previous day.

We learned that both amendments had been incorporated in the report of the Commission. The Articles amended were III and IX, which read as follows, the amendments being in italics:

ARTICLE III.—The meetings of the General Conference of Representatives of the High Contracting Parties shall be held from time to time as occasion may require, and at least once in every year. It shall be composed of four representatives of each of the high contracting parties, of whom two shall be government delegates and the two others shall be delegates representing respectively the employers and the work people of each of the high contracting parties.

Each delegate may be accompanied by advisers, who shall not exceed two in number for each item on the agenda of the meeting. *When questions specially affecting women are to be considered by the Conference, one at least of the advisers should be a woman.*

ARTICLE IX.—The staff of the International Labor Office shall be appointed by the director, who shall, so far as is possible with due regard to the efficiency of the work of the office, select persons of different nationalities. *A certain number of these persons should be women.*

There is no provision for the representation of working women in any place of real authority.

The foresight of our British sisters in framing the above amendments was ably furthered by the French working women who appeared before the Labor Commission, supporting the amendments and presenting a set of standards.

Though too late to be effective in influencing the report of the Labor Commission, the text of which could not be altered, as that body had adjourned, we realize that in the matter of the presentation of international standards with which we were entrusted a magnificent opportunity still awaits the working women of the world, inasmuch as the first International Labor Conference provided for in the report is to be held in Washington, D. C., in October, 1919, for the special purpose of formulating international standards of labor, and in the agenda women's work occupies a very prominent place. It rests with the working women of the world to be ready with definite proposals.

IMPORTANT POINTS IN REPORT OF LABOR COMMISSION

The three points of most immediate concern are:

(1) The first meeting of the annual International Labor Conference to be convened by the United States and to take place in Washington, to be composed of representatives of each of the high contracting parties, each delegate having permission to be accompanied by advisers, *with the recommendation that one at least of the advisers should be a woman when questions specially affecting women are to be considered.*

(2) The establishment of an international labor office at the seat of the League of Nations, with a director with power to select persons of different nationalities, *a certain number of such persons to be women,* and the function of such labor office to be the collection and distribution of information on all subjects relating to the international adjustment of conditions of industrial life, the conduct of special investigations, etc., and

(3) The appointment of an international organizing committee consisting of seven members representing the United States of America, Great Britain, France, Italy, Japan, Belgium and Switzerland, with the power to invite other States to appoint representatives, this committee to meet immediately to compile and prepare information bearing on the questions on the agenda for consideration at the Washington conference.

RECOMMENDATIONS OFFERED FOR CONSTITUTION

With reference to the foregoing points we make the following recommendations:

(1) The report of the Labor Commission provides for only one representative of labor as a delegate to the Washington conference from each of the countries to be represented, and it cannot be hoped that such a representative from the United States should be a woman, but, as the government of each country participating has the right to two representatives of the four delegates, it is quite reasonable to expect that one of such two representatives should be a woman. In an interview with President Wilson, we were able to urge that one of the government representatives of the United States should be

ROSE SCHNEIDERMAN

a woman. We have the President's word that when the time comes for making the appointments in question he will give earnest consideration to our request.

We are glad to be able to add that similar action has been taken by the French

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working women and the working women of the United Kingdom.

(2) We recommend that the National Women's Trade Union League urge the creation of a women's department in the permanent labor office to be established at the seat of the League of Nations, and that this department have a woman chief.

(3) We recommend that the National Women's Trade Union League urge the women experts to prepare practical and detailed information concerning those questions on the Washington conference agenda which directly affect the well-being of women industrially, such as maternity benefits, night work for women, child labor, or employment of women in unhealthy industries, such information to be presented to the preliminary international organizing committee of seven.

ADDITIONAL GAINS FOR WOMEN IN THE LABOR CHARTER

We note with satisfaction that in the final draft of the Labor Charter to be incorporated in the Charter of the League of Nations there is recognition of the necessity for women inspectors in the factories and workshops of the world "in order to secure the enforcement of laws and regulations for the protection of the employed."

In Paris we met the officers of the various women's unions. A dinner was given to us by the Central Body of the Seine Department, at which were present, among others, fifteen women secretaries of such organizations as the Theatrical Employees, Textile Workers, Milliners, Dressmakers, Embroiderers, Hairdressers, etc., and at which international solidarity among the workers, in so far as it concerned France and the United States, was pledged. At this meeting we spoke through an interpreter, and in conveying the greetings of American working women urged that an International Working Women's Conference be held in Washington in advance of the International Labor Conference. This suggestion aroused great enthusiasm.

Since the signing of the armistice the French National Federation has doubled its membership. The women's trade union movement of France is growing in leaps and bounds. In the metal trades alone there are organized 20,000 women workers. Of 60,000 organized workers in the shoe trade, more than one-third are women.

We called upon the secretary of the General Federation, Monsieur Jauhaux, and urged that the Federation send women representatives to the tentative International Conference of Working Women.

The French Senate, without a dissenting vote passed the eight-hour day and forty-eight-hour week bill for all workers. The law expressly states that a reduction of hours shall not entail a reduction of salary.

FRENCH WOMEN JUST AS THEY HAVE STOPPED WORK ON THE IRON PLATFORM

We further recommend that one of such women experts be commissioned to proceed as soon as practicable to the place of meeting of this committee of seven, there to work in cooperation with the women representatives of other nations in safeguarding the interests of women workers in all international laws and regulations which may be proposed.

In view of the importance of this first international labor conference provided for in the report of the Labor Commission, we feel that a great impetus would be given to the consideration of the questions concerning women by the holding of an international conference of working women in Washington a week or so in advance of the labor conference. We therefore recommend that such a conference be called, in cooperation with the working women of France and Great Britain. We cannot place too much emphasis on the important and valuable results likely to accrue from the holding of such a conference at that time.

PARTICIPATION IN MAY-DAY CELEBRATION OF LONDON WORKERS

We attended a meeting of the East End District Council of the Federation of Women Workers and heard very interesting reports from the different trades represented in the council. We both addressed this meeting and had a warm fraternal welcome. We conferred with Miss Bondfield on the proposed International Working Women's Conference to be held in Washington, and Miss Bondfield, recognizing the import of such a meeting at the time suggested, agreed to place the matter before the Federation of Women Workers, to the end that they might join with France and the United States in calling this conference.

(*Continued on page* 477)

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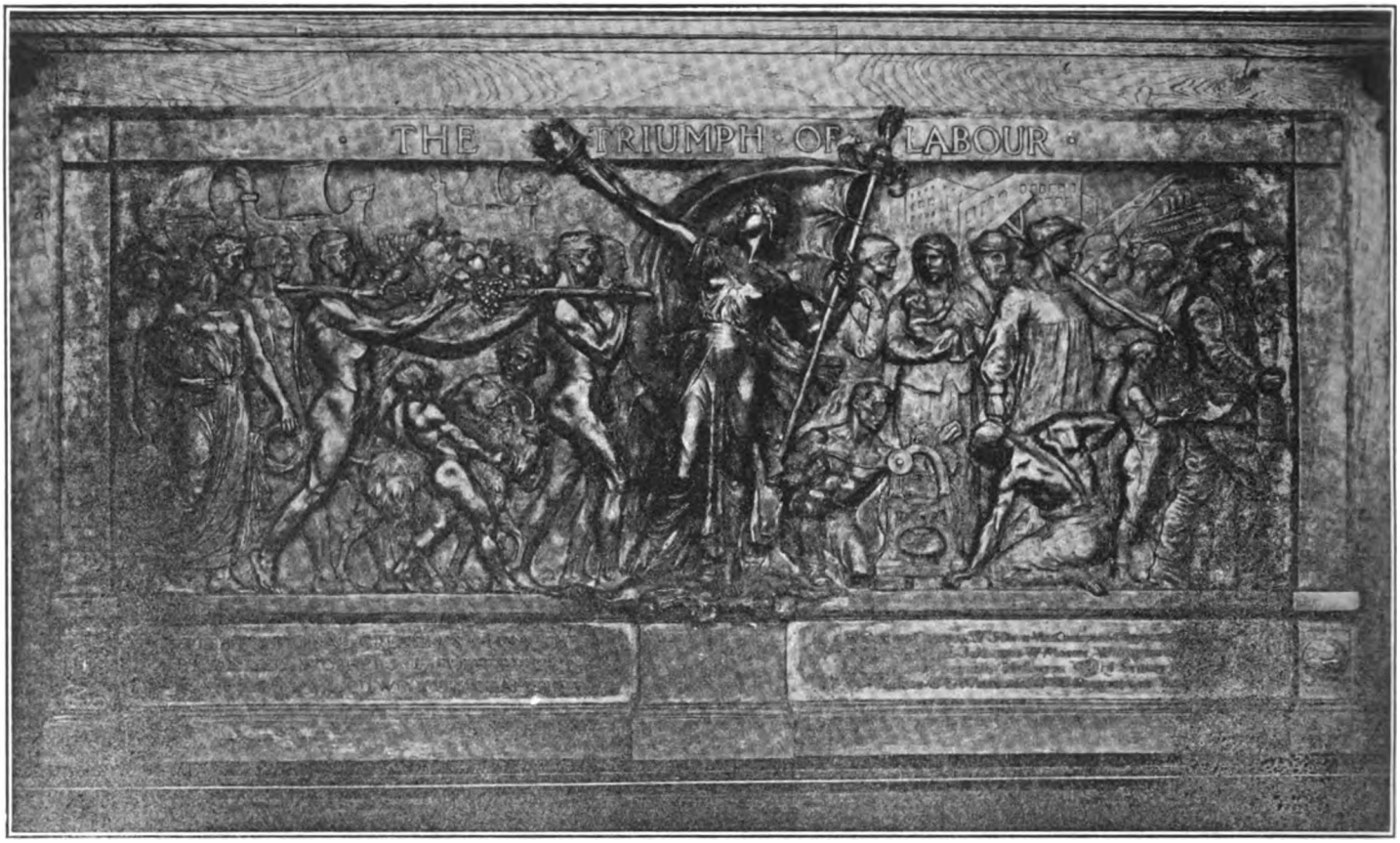

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"WITH FRATERNAL GREETINGS FROM THE ORGANIZED WORKERS OF GREAT BRITAIN TO THE ORGANIZED WORKERS OF AMERICA"

Sidelights on the Convention

Impressions of the great Labor Congress, held recently at Atlantic City, gained by one of the delegates from our National Federation, who was an active participant in the convention. In addition to action on many matters of moment to organized labor as a whole as well as to the country at large, a number of resolutions were adopted which have direct bearing on the welfare of government employees as a class.

By FLORENCE ETHERIDGE

Third Vice-president of the National Federation of Federal Employees

IT was a hot day in June—the eighth, to be exact—when, after an Executive Council meeting which had extended into the small hours of the night before, President Steward, Vice-presidents Junker, Leonard, Etheridge, and Griffith, and National Organizer Peabody, of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, accompanied by the wife and young son of the president, boarded the train at Washington for West Philadelphia, en route to Atlantic City, to attend the convention of the American Federation of Labor. The president and the vice-presidents except Mr. Griffith, who represented the El Paso (Texas) Central Labor Union, were delegates from the National Federation.

After the usual incidents of travel the delegation arrived at the big ocean city, and were tucked away respectively into comfortable, if not exactly commodious, nooks in their hotel. Horror was the first emotion registered on their open and ingenuous countenances as the bell boy conducted them to said nooks, and one of them declared that he would move next morning; but a good night's rest and an excellent breakfast restored him to contentment.

THE CONVENTION MEETS—COMMITTEES APPOINTED; OTHER PRELIMINARIES

At 10 o'clock Monday morning, President Samuel Gompers, of the American Federation of Labor, a little worn from his recent accident, but quite his commanding self, called the convention to order, and after a series of interesting speeches by prominent officials, appointed committees. Your president was assigned to the Committee on Education and your third vice-president, the writer, to the Committee on Law. It should perhaps be explained that, like the Houses of Congress, the Convention of the American Federation of Labor works through committees, which hold hearings and discuss the resolutions referred to them by the president, finally bringing in reports, nearly all of which are adopted without change by the larger body. Committees promptly began to meet; but the sessions of the convention went on in the regular course, the first week being largely occupied with committee work and with addresses by fraternal delegates sent to us by foreign countries, and reports by those who had been representing this country in a similar capacity.

ADDRESSES BY PRESIDENT GOMPERS AND MISS BONDFIELD

The speech of President Gompers [which appeared in our July issue] relating his experiences as president

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of the Commission on International Labor Legislation, which met concurrently with the Plenary Peace Commission and adopted a draft convention, subsequently approved by the commission and incorporated as part of the Treaty of Peace, deserves special mention as indicating the difficulties he encountered in writing into that convention the great principles for which American labor stands. His final success, although partial, was much more complete than was at first thought possible. The presentation by Miss Margaret Bondfield, one of the fraternal delegates from the British Trade-Union Congress, of the point of view of the British worker, and his sturdy, obstinate, but patriotic maintenance of his labor principles throughout the crucial period of the war, was especially illuminating to many of us who had somehow received the impression from newspaper reports of strikes that the British workman was forgetful of his country in his devotion to his union.

MILD BEER AND DAYLIGHT SAVING PROPOSITIONS CONSIDERED

On Wednesday morning, June 11, a resolution was brought up out of time, on account of the fact that the subject it covered was immediately pending before Congress, and for a brief period the debate upon it waxed exceedingly brisk. This was the resolution asking that the prohibition amendment and the war-prohibition measure be so limited as not to apply to the present mild (two and three-quarters per cent) beers. At the beginning of the afternoon session the same day the vote was taken, resulting in the adoption of the resolution by a very large majority. Another resolution which was considered and adopted out of turn (that is to say, before reports from committees were due) demanded the repeal of the daylight saving law.

ACTION ON RESOLUTIONS PRESENTED BY N. F. F. E. DELEGATES

With Monday, June 16, the real work of the convention (other than in committee) began, and we commenced to hear and vote on the reports of the several committees. The resolutions presented by the NATIONAL FEDERATION OF FEDERAL EMPLOYEES and the action taken upon them by the committees to which they were referred, respectively, and by the convention upon the reports of these committees, appeared in the last issue of THE FEDERAL EMPLOYEE. I shall not, therefore, comment upon them further than to say that I was thoroughly in accord with such action except as to resolution No. 184, advocating tenure during efficiency to all employees below rank of cabinet officer, my viewpoint on which was expressed to the convention and by the convention overruled.

CONSERVATIVE CHARACTER AND UNITY OF THE CONVENTION

The temper of the convention as shown by its action on the resolutions in general was surprisingly conservative; debate on nearly all of them was short, being soon cut off by a motion for the previous question. The radical element, of which so much had been heard, was represented by only a few individuals, and was so far outvoted as to suggest a minority which was literally "hopeless." There was an approach to unanimity in the voting, which was, to anyone acquainted with the general custom of labor unions, nothing short of amazing. Of what, if anything, it was an indication, I am not prepared to say, but merely chronicle the fact.

A forward step was taken by the Federation in adopting a resolution calling for the abandonment of discrimination against negroes by labor unions. Three other important resolutions passed were those demanding restriction on immigration for a period of years, the abandonment of blockade by the Allied navies, and the continuance by adequate appropriation of the United States Employment Service.

ELECTION OF OFFICERS AND OF FRATERNAL DELEGATES

With Saturday morning came, as a special order of business, the election of officers, and here again the conservative and essentially peaceful temper of the convention was manifested. Only one contest for office developed, and that was so one-sided as to be entirely unexciting. Officers were elected as follows: President, Samuel Gompers; first vice-president, James Duncan; second vice-president, Joseph F. Valentine; third vice-president, Frank Duffy; fourth vice-president, William Green; fifth vice-president, William B. Mahon; sixth vice-president, T. A. Rickert; seventh vice-president, Jacob Fischer; eighth vice-president, Matthew Woll; treasurer, Daniel J. Tobin; secretary, Frank Morrison. William L. Hutcheson and John J. Hynes were elected fraternal delegates to the British Trades-Union Congress, Sam Griggs to the Canadian Trades and Labor Congress, and the selection of two delegates to the International Trades-Union Congress was left to the Executive Council by a vote of the convention.

A PLEA FOR THE LARGER RECOGNITION OF WOMEN

At this point I desire to depart from my character as disinterested chronicler of facts long enough to state that I consider that with the vast numbers of women at present joining and about to join the ranks of organized labor, it would have been justice and good politics to have placed a woman, if not upon the Executive Council, at least in the position of a fraternal delegate. Indeed, so strong is my conviction in this respect that I asked the only woman delegate I could find (most of them, both men and women, had by this time departed) whether she would accept the Canadian delegateship if I nominated her; but much to my disappointment she declined. This is a matter which I think should receive careful consideration, not only by our Federation of Federal Employees, but by the Labor Movement as a whole, because women are increasingly dissatisfied at the present time with taxation of any kind that does not include the representation of their special needs, which can be adequately given only by a woman.

Reports of committees were proceeded with at the Saturday afternoon session, but were not completed at the time of adjournment; and as but few remained for consideration and the needs of official business were pressing, the third vice-president, who by this time was the only remaining delegate from the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, packed up her tent and stole away, to spend Sunday at the Federation offices in Washington and take the train west.

Lest the reader should consider that the delegates from the NATIONAL FEDERATION OF FEDERAL EMPLOYEES did nothing but work, I must in justice to a proper perspective of the convention add that there were no evening sessions, and that sea bathing and other amusements of the place were enjoyed by us to the full.

A good time (and a busy one), as we say in our small-town newspapers, was had by all; and we came away feeling that whatever might be the result of our labors, we had done our best to represent our Federation adequately.

Here and Hereafter

The *Tatler* tells the story of an old Scotchman whose wit was edged with pessimism. One morning he met at her gate a neighbor whose husband was seriously ill.

"And hoo's yer husband this morning, Mrs. Tamson?" he asked.

"Oh, he's awful bad! The doctor said his temperature has gone to 150."

"Nae, nae; you've made a mistake! Sandy's temperature could never be as muckle as 150—at least, not in this world," he added as an afterthought. —*Youth's Companion.*

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New Orleans "on the Job"

The government workers in the Crescent City in less than three years have built a strong, active union, which has done, and is doing, valiant service. This brief narrative tells how the results were brought about—a suggestive story worth the reading. The big June Festival, a great success in every way, is typical of what our New Orleans brethren accomplish through energy and united effort

IN THE LATTER part of 1916 nineteen federal employees formed a local as the result of the clear, concise presentation by Organizer Peabody of the situation confronting the government workers. In one year the membership had grown to sixty. As there are at least 2,000 federal employees at the port of New Orleans, this was but a small beginning. Undismayed by the great preponderance of the number still outside the union fold, the faithful workers persisted in their self-imposed task, by means of monthly meetings, news letters, and friendly discussions, until the second and third year showed a marked increase in membership and zeal. The monthly meetings now crowd the lodge room and the advisability of holding bi-monthly meetings is being discussed.

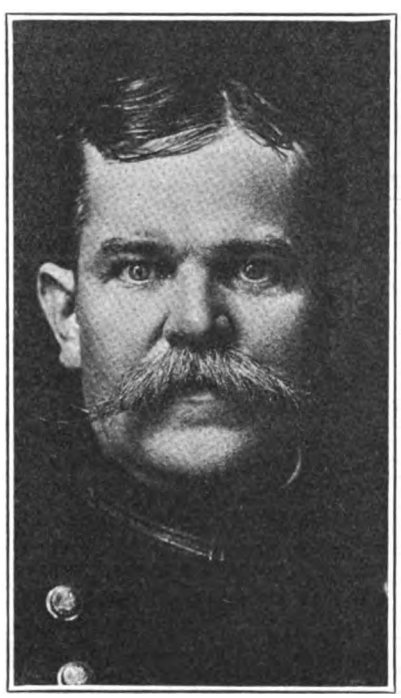
John P. Mayo, U. S. Commissioner of Immigration at New Orleans, was elected president of Local 22 in 1917 and has just been reelected for the third time. He is now acting Disbursing Officer of the Mississippi-Warrior Waterways Section—a very active federal division.

MEMBERSHIP FROM MANY STATES, ENTHUSIASTIC AND ZEALOUS

The membership is interested, zealous in extension work, and loyal. The last meeting, on Monday, July 8, showed 592 members in good standing. The New Orleans Navy Yard, Fourth River District, and the Custom Service and other allied branches of the government service draw employees from nearly all the Southern States, particularly from Louisiana and Mississippi, which constitute the Twentieth Treasury District, as well as from Tennessee, Arkansas, Alabama, Oklahoma and Texas. For this reason when a call is made on Local 22 by the Executive Council to urge Congressional or departmental action, the president of the local sends a telegraphic appeal to the entire congressional delegation of the above-named States, with happy results. Much of the most important legislation has been secured through States other than Louisiana, which heretofore had been the sole backer and champion of all federal employees of this vicinity. Not that the Louisiana delegation lacked in zeal or efficiency, but the purely local character of the appeals was changed to far wider proportions. Every appeal of the National Council has been promptly and faithfully responded to, and a great improvement in wages and conditions of work is the result of this response. Exact figures on increases in all federal salaries are now being prepared by a committee.

HOW EFFECTIVE TEAM-WORK SAVED 1,000 MEN AND $1,000,000

One incident, which illustrates the effectiveness of the procedure adopted,



PRESIDENT JNO. P. MAYO

will serve to show also some of the financial results obtained. President Mayo was called by the U. S. Naval Commander in charge of the Industrial Department of the U. S. Naval Station to a conference at the Commander's office. The existing force of 1,800 men was to be reduced on account of lack of work and money to 1,000 men. These men earned an average of $1,000 a year. Immediate relief was essential. An appeal was mailed and telegraphed to the delegations of the several States before mentioned, resulting not only in the retention of the force in the yard, but in the addition of 150 men to the pay rolls, with overtime and some Sunday work for this station. Thus 1,000 men were saved from being laid off for a year, perhaps longer, whose earnings aggregated $1,000,000 a year (This New Orleans policy is urged on *all locals*.) There still exist many inequalities, but these are being gradually adjusted and the great work of equalization of salaries and duties now going forward in the District of Columbia, thanks to the National Executive Council, will soon remedy these wrongs.

THE FINE RESULTS OF THE BIG JUNE FESTIVAL

The steady growth of Local 22 was greatly accelerated by the successful Festival held June 22. The committee in charge, under the general leadership of Mr. A. B. Harris, scored a wonderful success, fraternally and financially. Prominent among the committee workers, besides the chairman, were: Col. Jno. P. Mayo, chairman ex-officio; H. A. Thompson, vice-chairman; A. V. Hulme, secretary; W. T. Pullen, treasurer; Cecil N. Bean, Miss Margaret McHugh, L. E. Bently, L. P. Ault, Shade G. Smith, Geo. H. McEvoy, D. B. Ivy and Gus. Cosgrove. Since his conversion to the cause of Local 22, Brother Harris has made up for his former indifference by exceptional judgment and untiring zeal. Local 22 owes him much so far and it is confidently believed will owe him more in the future.

The star attraction at the June Festival was the presence and inspiring address of National President Luther C. Steward. The membership was much impressed with him and his wise words.

It is hoped that the broad conservatism and vision that have marked every advance of Local 22 will be sustained and the National's support secured for every measure advocated by it. The highest ambition of the Local is to serve the great cause of organized labor and the test of that service is results obtained.

The June Festival was conceived by A. B. Harris and enthusiastically adopted by the Local. In his several reports Brother Harris ascribed to the wonderful spirit of cooperation and mutual forbearance, which marks the proceedings of Local 22, all the credit

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for the Festival's success. The well-chosen committees cheerfully and intelligently followed Mr. Harris's leadership, regarding the Local's success above all other considerations. The national president noted this spirit on more than one occasion and considers it one of No. 22's most valued assets.

CHAIRMAN AUGUSTUS B. HARRIS

The excellent work of the committees will remain an example and inspiration for future years.

On Tuesday, June 24, a banquet of 125 plates was tendered the national president, who returned to Washington next day.

Local 22 entered the union movement a small kid and is now a lusty, growing chap, able and willing to do faithful, efficient work for the national order.

Local 22 is 100 per cent American by every tradition and environment—hospitality free as air and unstinted as sunshine, in a city whose life of two centuries has made more history than any other part of the United States; whose homes, gardens, and avenues refresh the eye and rest the mind by their infinite variety and exquisite taste; whose resorts on lake front, seashore, bosom of the "Father of Waters," and whose tropical-flowered parks exceed the expectation of strangers.

Local 22 is centrally located as a convention city and enters into the contest with other would-be hosts for the N. F. F. E. convention of 1920.

The destiny of labor depends upon labor itself. Your power lies in your own brains and bodies. You must work out your own salvation.—*Frank P. Walsh.*

Ordnance Bureau Friendly to Trade Unions

THAT THE Ordnance Department of the Army holds a progressive attitude in its relations with trade-union employees is clearly shown in a recent order, designated officially as "Office Memorandum No. 206—Handling of Ordnance Labor Problems." This was promulgated by Brigadier General W. S. Pierce, Acting Chief of Ordnance, for the guidance of officers of that department who have to deal with labor problems. The order reads:

1. Ordnance took a leading part in the war time attempt to solve the problems and devise the mechanisms of industrial relations. It must in peace continue to do its part. As a great manufacturing establishment maintained for the people and by the people of the nation, there rests on it the obligation to develop the most effective organization and the best modes of procedure. This can be done in the sphere of industrial relations by conserving the gains made during the war and gradually working out from those gains a carefully planned organization for relieving the tensions and taking up the slacks that always occur when human beings work together for a common purpose. There exists now the beginning of this evolution.

2. Most of the skilled workers in ordnance establishments are members of trade unions and in the presentation to the commanding officers of their special trade problems have been represented often by union officials. Such conferences between commanding officers and representatives of special trades are highly desirable, making for better understanding of general problems and of the special difficulties encountered by highly developed trades. It is possible too, through the trade representives to bring before the men the difficulties of the management. Commanding officers should feel free to make use of such conferences, but when the subject of discussion leads to decisions affecting policy and practice of import to other ordnance establishments it is directed that the trade representative be requested to present the matter to the national officers of his union that they may take it up with the Chief of Ordnance through the Industrial Service branch of the Main Office, the Industrial Service acting as a clearing house to prevent confusion and inconsistency of rulings.

3. It must be clearly understood that there shall be no abridgment of the right of men to join societies, associations or unions of any kind, and no limitation upon conferences between representatives of those bodies and the proper Ordnance representatives. Every courtesy shall be extended and aid given consistent with the policy and purpose of Ordnance. On the other hand, special privileges to societies, associations or unions can, of course, never be granted.

4. Some ordnance establishments have been using the committee system to bring about closer relation with the workers. A single works committee to handle all matters affecting employees is either too small to be truly representative or so large as to be ineffective. A better arrangement of the system is necessary. For the present, however, committees that are in existence should be continued, and the experience gained by commanding officers in working with the committee transmuted into recommendation for a more effective organization.

5. To enable the office of the Chief of Ordnance to be better able to advise with commanding officers about perfecting means of cooperating with employees, it is desired that commanding officers of all ordnance establishments forward to the Industrial Service Branch a statement of their present system and organization for dealing with their workers on all questions affecting employment, promotion, wages, hours and working conditions, together with their recommendation for improving their methods based on the special conditions surrounding their individual establishments. No one type of organization will fit the diverse needs of ordnance plants and no attempt will be made to bring about rigid uniformity in mechanism.

6. It must be borne in mind in this process of perfecting industrial relations that the specific purpose of industry is production and that the test of the success of organization is in the quality and quantity of production. By this test, the war has taught us, the old method of refusing the counsel and cooperation of labor was a failure. But in devising a new way the old test still holds good.

Excerpts from Order

"Most of the skilled workers in ordnance establishments are members of trade unions and in the presentation to the commanding officers of their special trade problems have been represented often by union officials. Such conferences between commanding officers and representatives of special trades are highly desirable."

"It must be clearly understood that there shall be no abridgment of the right of men to join societies, associations or unions of any kind, and no limitation upon conferences between representatives of those bodies and the Ordnance representatives."

"The war has taught us the old method of refusing the counsel and cooperation of labor was a failure."

What constitutes a state?
Not high raised battlements nor labored mound,
Thick walls or moated gate;
Not cities proud nor spires and turrets crowned,
Not bays and broad armed ports
Where, laughing at the storm, rich navies ride;
Not starred and spangled courts
Where low-browed baseness wafts perfume to pride.
No! Men—high-minded men—men who their duties know,
But know their rights, and knowing, dare maintain.
These constitute a state!

—*Sir William Jones.*

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In the Workers' World

TWENTY-TWO-YEAR RECORD OF COST OF LIVING

THE following is extracted from the Report of Engineering Councils Compensation Committee, as shown in *Engineering News-Record* of June 19, 1919:

A record of average prices of the necessaries of life, kept by R. G. Dun & Co., shows that prices have increased continuously for 22 years. A certain quantity of staple necessaries could have been purchased July 1, 1897, for $72.45. By January 1, 1905, the same quantity cost $100.32. On January 1, 1914, before the outbreak of the war, the cost had risen to $124.53; May 1, 1917, to $208.43, and October 1, 1918, to the maximum of $233.23.

GENERAL INCREASE IN MUNICIPAL SALARIES IN CHICAGO

The Chicago City Council has increased the pay of virtually all the municipal employees, beginning July 1. The maximum annual salaries have been raised as follows: Junior clerks, $1,320 to $1,500; senior clerks, $1,740 to $1,980; principal clerks, $2,160 to $2,460; head clerks, $2,700 to $2,900. This action was not taken until after the Finance Committee of the Council had refused to grant the demands for higher pay of City Hall clerks, who belong to the Office Employees' Association of Chicago, as the result of which a thousand had quit their jobs. The action of the Council was not confined, moreover, to the clerks. Virtually all the city employees were voted increased pay by the Council. The municipal budget, chiefly as the result of the wage and salary increases to employees, is about $45,000,000 greater than last year.

MINIMUM WAGE FOR WOMEN AND MINORS IN WISCONSIN

The Wisconsin Industrial Commission has ordered that the minimum wage for experienced women and minor employees over 17 years of age in that State shall be 22 cents an hour.

The order provides for a learning period of six months in all industries. All minors under 16 years of age must be paid not less than 18 cents, and between 16 and 17 years, not less than 20 cents.

The number of employees in any establishment who receive wages below 22 cents an hour, but not including the indentured apprentices, shall not exceed 25 per cent of the total women and minors normally employed. No learning period is recognized for a seasonal industry. Where board or lodging is furnished by the employer as part payment of wages, a reduction in the wage minimum of not more than $4.50 a week for board and $2 for lodging is permitted.

The Commission was assisted by an advisory wage board composed of representatives of employers, employees and the public. Over a year ago the State Federation of Labor and other organizations asked the State Commission to set a minimum wage for women and minors.

The order is a sweeping one and applies to every working woman and minor in the State. Even domestics in private homes are included.

DISTRIBUTION OF BONUS AMONG CANADIAN GOVERNMENT EMPLOYEES

"The Civil Service Commission," says the Halifax (Nova Scotia) *Chronicle* of July 17, "announces the signing of an order-in-council determining the methods by which the Civil Service bonus of $10,000,000 is to be applied. Regulations based on recommendations made by Arthur Young and Company provide that heads of households receiving less than $1,200 per year will receive a bonus of $420. This amount decreases in steps of $24 for each $120 increase in salary up to $3,000.

"Single employees over 21 years old with a salary less than $960 per year receive $252, the amount decreasing as the salary increases up to $1,800. Single persons between 18 and 21 years of age, with salaries less than $1,200 per year, receive $150. Bonus will be paid in monthly instalments and is retroactive to April 1, 1919.

"No distinction is made as to date of entry into the service or between inside and outside services. Seasonal employees participate pro rata. Employees now receiving a higher bonus are protected for the duration of the order. Persons receiving union rates or carrying on private occupations while in the service do not participate.

"The administration of the bonus is placed in the hands of the Civil Service Commission and first payments will be made on completion and approval of bonus lists."

NATIONALIZED COAL FAVORED BY ENGLISH COMMISSION

Every member of the Sankey Commission (Mr. Justice Sankey, Chairman) in England has recommended that coal should be nationalized and there is a majority of 10 to 3 in favor of a fair compensation to the owners.

The above are the features of a report submitted by the Government's Commission on the organization and control of the coal industry, which has been investigating the subject for several weeks.

One report is signed by the chairman, who favors immediate acquisition of coal royalties and the payment of "fair and just" compensation to the owners and the immediate establishment of a scheme for the enactment of state ownership three years hence.

The miners' representatives favor nationalization, but object to compensating the owners. The miners point to the result of the investigation, which showed that many of these owners could not say when or how they secured control of these properties.

The coal-owners oppose nationalizing the coal industry in any form, but they are in favor of the state ownership of the coal. They recommend the establishment of a system of pit committees, district councils, and a national council for the industry. Two representatives of other industries agree to the coal-owners' report.

The fourth report, signed by the remaining representative of other industries, favors the state ownership of mineral rights, but opposes the national ownership of the mines.

A summary of these four reports shows that besides nationalization, the chairman and half the members of the Commission, a majority of seven to six, recommend the nationalization of the mines in 1922, and the reorganization of the control of the industry centrally, by districts and locally, in the meantime.

LEADING ACTORS ORGANIZE IN AFFILIATION WITH THE A. F. OF L.

A number of prominent stage favorites, organized as "The Actors' Equity Association," have just obtained a charter from the American Federation of Labor in the name of the "Associated Actors and Artists of America."

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At the first meeting of the new union Francis Wilson was elected international president of the organization. Other officers were elected as follows: Vice-president, James W. Fitzpatrick; treasurer, Frank Gilmore; executive secretary, Harry Mountford.

COOPERATION BETWEEN FARMERS AND TRADE UNIONISTS

Officers of the Farmers' League in Texas have arranged with the State Federation of Labor to deliver addresses before Texas central labor bodies advocating closer cooperation between farmers and trade unionists. The workers say that the spirit of organization and cooperation between producers is the strongest at the present time in the history of this State.

PROFESSIONAL WORKERS' FEDERATION ORGANIZED IN ENGLAND

"White collar" workers are bestirring themselves in England. An interesting development of the trade union movement has taken substantial form in the Professional Workers' Federation. It comprises the National Union of Teachers, the Incorporated Association of Assistant Masters, the Association of Assistant Mistresses, the Custom and Excise Federation, the Second Division Clerks' Association, the Tax Clerks' Association, the Federation of Women Civil Servants, the London County Council Staff Association, and kindred organizations, which represent in all some 174,000 workers never before jointly organized to protect their special interests.—*The Public.*

UNIONS ARE A FACT AND MUST BE RECOGNIZED

In Canada the Government's Commission on Industrial Relations, appointed to investigate the causes for social unrest, discussing collective bargaining and the right of workers to organize, says:

> The Commission believes that the day has passed when an employer should deny his employees the right claimed by employers themselves and not denied by the workers. Employers gain nothing by opposition, because the employees organize anyway and refusal only leaves in their minds a rankling sense of injustice. The prudent employer will recognize such organization and deal with its duly accredited representatives.

Recommendations of the Commission include a minimum wage, especially for women, girls and unskilled labor; government aid in the building of workers' homes and state insurance against sickness and old age. The "restoration of the fullest liberty of speech and press" is urged. It is stated that employers admit the need of a change in the basis of industry, but do not agree with the workers as to the method of bringing it about.

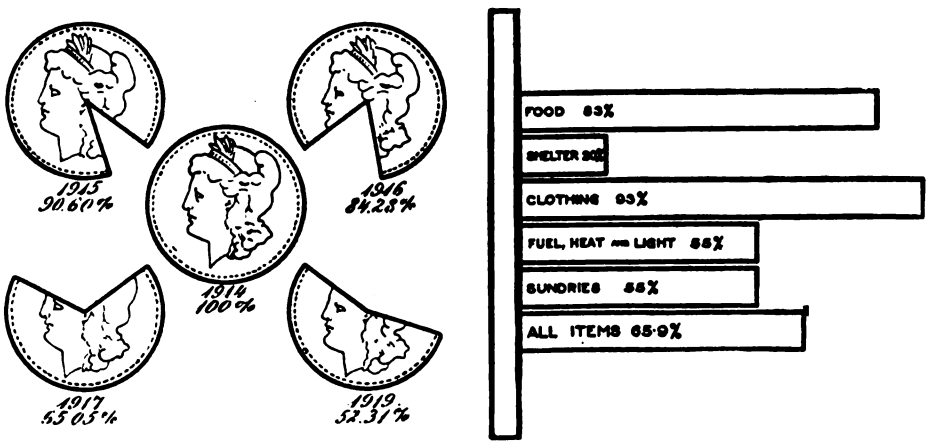
JAPANESE SILENT INVASION OF CALIFORNIA IN PROGRESS

Japan is conducting a "silent invasion" of California, said United States Senator Phelan, of that State, in a statement made in Washington, in which he calls upon the nation to act now and help save western civilization.

"I was surprised and alarmed," he said, "to read the official statement that one-third of the births outside of incorporated cities and towns in Los Angeles County, California, are Japanese. That means that one-third of the rural population is substantially Japanese, and, as the rural population is the backbone of every country, the gravity of the situation must appeal to all thinking men and women.

"The State Board of Health reports that the Japanese births in the last 10 years have increased 3,000 per cent, and the white births have decreased about 9 per cent."

HERE IS SHOWN THE REDUCTION IN MONEY VALUE



How

the increase in living cost has cut down the purchasing value of your dollar. Calculated according to figures from the "New York Times," from June, 1914, to June, 1919, showing what a dollar is worth today.

Why

your dollar has lost value. Showing percentage increase of cost prices for the actual war period, July, 1914, to November, 1918. From figures in the "Weekly Underwriter."

—Prepared by *Penn Mutual Life Insurance Co.*

Cooperation

"Cooperation means concert for the diffusion of wealth. It leaves nobody out who helps to produce it. It touches no man's fortune; it seeks no plunder; it causes no disturbance in society; it gives no trouble to statesmen; it enters into no secret associations; it needs no trades-union to protect its interest; it contemplates no violence; it subverts no order; it loses no dignity; it accepts no gift nor asks any favor; it keeps no terms with the idle, and it will break no faith with the industrious. It is neither mendicant, servile, nor offensive; it has its hand in no man's pocket, and does not mean that any hand shall remain long or comfortably in its own. It means self-help, self-dependence, and such share of the common competence as labor shall earn or thought can win. And this it intends to have, but by means which shall leave every other person an equal chance of the same good."—*George Jacob Holyoake.*

Beggars no More

At the close of the Napoleonic Wars the British veterans, otherwise incapacitated and generally impecunious, were rewarded by permission to beg on the King's Highway.

Possibly no single fact so illuminates the vast strides in civilization as the scientific forethought that the governments of the countries at war are exercising in behalf of the mutilated men who have given their all to break the power of Germany.

When I was in France in 1916 and was taken through hospital after hospital full of mutilés of all descriptions, I became convinced that there was not a remnant of the battlefield who could not become an independent wage-earner if he would.

War is damnable and death is the least of its tolls. But at least the blind and maimed are no longer in the hideous predicament of a century ago.—GERTRUDE ATHERTON in *Carry On.*

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"Mr Burleson, Service-Wrecker"

Postmaster General Burleson has figured recently in our pages as "Sweat-shopper" and "Unionizer," but these roles by no means exhaust the versatility of the supreme head of the postal establishment. How well he is entitled to qualify as an expert in the gentle art of service-wrecking is the burden of the sad tale here told.

IN THE LIST of large wrecking companies of the United States the name of a most important one is apt to be overlooked. This may be styled "Albert Sidney Burleson, Unincorporated." After experimenting along minor lines, as the lives and loyalty of his employees, and meeting with good success therein, the head of this company turned his attention to lines of activity which, in a lower official, might be termed sabotage, and which Mr. William Hard has described in *The New Republic* under the title of "Mr. Burleson, Service-Wrecker."

IMPROVING THE SERVICE BY CUTTING OFF MAIL CARS

Prior to 1916 the Postoffice Department had proceeded on the theory that "if you sort mail while it is moving, you accomplish two things simultaneously: the sorting and the moving." But Mr. Burleson apparently prefers to proceed on a radically different principle. The first problem tackled by the Postmaster General was the reduction of the number of mail cars to the minimum; and in less than two years he had decreased their annual mileage by nearly 14 per cent, while the volume of mail, exclusive of the enormous amount of wartime franked government communications, on which no postage is paid, increased $32,000,000, or about 9 per cent.

This change brought about great economy in the postoffice accounts in Washington; it brought about also an "Inquiry Concerning Mail Delays," published by the Merchants' Association of New York. "The technical conduct of this inquiry was in the hands of persons personally familiar with the postal service," says Mr. Hard, "but a wealth of raw material was gladly furnished from all over the country by a host of postoffice patrons financially injured and enraged."

A typical example of the practical workings of this big idea is cited by the writer, in the experience of a little railway postoffice line running from Denison, on the northern border of Texas, through Muskogee, Okla., and north to Kansas City. In the days before the present improvements were inflicted upon the service, one-half of the combination baggage-car plus one clerk constituted a postoffice in which mail for Muskogee and points north was "worked" as it traveled; and as each point along the route was reached, its mail, tied up and ready for distribution, was thrown off. Since the infliction, however, the combination car, carrying baggage at one end and empty space at the other, travels from Denison to Muskogee, with the mail, instead of being worked at the business end of the car, peacefully reposing in closed pouches, using the baggage end as a sleeper until routed out at Muskogee and taken into the other end of the car, which is now entered by a postal clerk, who has to sort as much of the accumulated mail as possible between Muskogee and Wagoner, only fifteen miles distant. The rest continues on its way to Kansas City, and returns, weary and travel-stained, a day or more later.

ANOTHER BURLESON DEVICE—FEWER MAILS, SMALLER COSTS

The second monkey-wrench which Mr. Burleson threw into the machinery of the postal service landed in the region of weights and measures. The old practice of buying by weight virtually constituted a contract to carry mail on almost every train; but since the system changed to a space basis mail can be carried only on those cars in which space has been rented. When that space doesn't happen to travel on trains for which mail is waiting, the mail can continue its unbroken rest piled up on the station platform while the prospective recipients protest in vain.

Mr. Hard states that in his last annual report the Postmaster General tells us that in the old days we used to have "frequent and unnecessary dispatches of mail" and implies that he has reduced them. The author admits that he has, adding that—

> Under the present system as operated, he cannot help it. With railway accommodations being bought by space, and with the space coming in only on given trains, the reduction in the number of "frequent" dispatches is inevitable. But were those "frequent" dispatches unnecessary? The answer is spread large in the Merchants' Association report. Those dispatches were indeed unnecessary for economy. But, by common consent, and by the record, as established by all inquiries of patrons, those dispatches were essential to speed.

PUTTING THE THUMBSCREWS ON THE POSTAL WORKERS

Then Mr. Burleson proceeded to hook up these "reforms" with a third scintillating scheme, by which the regular schedule of six-days-on (with long hours and hard work) and six-days-off (for rest and study of distributions schemes) was changed to six-days-on (with same work) and *three*-days-off (with equal study), thus reducing the number of crews by increasing (proportionately) the working periods. The result to the service was that, in less than two years, while the volume of mail was increasing 14 per cent, the number of clerks was decreased by 13 per cent. The effect on the personnel, as described by Mr. Hard, was that—

> They complained. They complained from one end of the United States to the other. Their President, Mr. E. J. Ryan, was only voicing their complaints in this matter and in other matters when he issued the circular of remonstrance which led to his discharge from the service and which finally carried the Railway Mail Association into the American Federation of Labor. But Mr. Burleson succeeded. He 'readjusted' the hours; and, by 'readjusting' the hours, he reduced the number of crews. Routes which used to have six crews now had five. Routes which used to have three crews now had two.

Mr. Burleson having now reduced the number of railway postoffice cars, the facilities for transporting the mails on available cars, the number of crews and the length of their rest periods (in addition to having previously reduced their salaries, frequency of promotion, leaves of absence and sick leaves as explained by Mr. Hard in an earlier article), there still remained one unreduced but reducible quantity to be run through his condenser, and that was the amount of service to be given on the decreased number of cars by the decreased number of crews.

STILL ANOTHER SACRIFICE OF OF TIME TO "ECONOMY"

He began experimenting on the line between Chicago and New York, on which he ordered that no paper mail except daily newspapers should be sorted and distributed *en route*. This change affects daily more than 1,600 sacks of mail, which have to travel as dead baggage. Of course, Mr. Burleson cannot quite ignore the fact that

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it has to be distributed somewhere, hence he rents terminals, which cost less than train space—and do not move so fast, so that there is no danger of mails arriving ahead of time. Mail for Massachusetts posted in Chicago, for instance, used to be sorted and distributed by the time it reached Albany, where it was merely transferred to an eastbound train. But now it arrives at Albany in its "original package," is taken from the train, hauled to the terminal, sorted and distributed, and hauled back again to the station to await a train on which space has been rented. Mr. Burleson's aversion to time-saving devices, Mr. Hard says—

> is the essence of the reason why the final sum of his efforts in office is a swollen surplus in money and a shrunken service in speed. Naturally he shrank the other branches of the service too. When he could not shrink them absolutely, he shrank them relatively.

WRECKING THE HUMAN ELEMENT THE WORST OF ALL

This statement is borne out by a comparison in the case of the delivery of city mail between 1915 and 1918, during which three years, Mr. Hard tells us—

> The receipts, the volume, increased twenty per cent. The number of city delivery letter-carriers increased 5 per cent. The total amount of money spent on city delivery increased 2 per cent. Relative to the amount of work done, we have fewer letter-carriers now than we had in 1915. Each letter-carrier, loaded heavily in 1915, is loaded still more heavily now. But he would not mind his load if his heart was light. The Merchants' Association and similar bodies seem to be blind at that point. Mr. Burleson has impaired the physical postal service, they say. But what he has done to the physical postal service is nothing, even from the standpoint of mere efficiency, compared with what he has done to the human postal service.

"Appreciations" from "Life"

Inattention of Mr. Burleson

First Vacationist: Why in the world are you crying?

Funereal Vacationist: I—I sent word to John to send me some money—and the idiot *mailed* it!

Owing to the apparently unavoidable absence of the President, Postmaster General Burleson's resignation has not yet been accepted.

The associated powers have lifted the embargo on German postal telegraph and wireless communication. Maybe they will help out the United States some day.

The Tortoise defeated the Hare.

"I will now race the Burlemail, the Burlephone and the Burlegraph," it announced.

Retirement Viewed From Another Angle

By R. E. PEABODY
National Organizer, N. F. F. E.

THE UNDERLYING principle of any system of retirement, namely, the pensioning of employees who, by virtue of long years of service and advanced age, are no longer able to give a fair day's work for a fair day's pay, is undoubtedly correct from either an economic or a humane standpoint. In the consideration of the problem three main questions are presented: the benefit to the employer, the benefit to the employee, and the cost of the pension.

The first question need not be discussed here, and the only phase of the other two questions is whether or not the employees, who are paying the bulk of the cost, are under the terms of this bill receiving the maximum of benefit for the amount expended. I contend they are not.

COST AND CONTROL OF PROPOSED SYSTEM UNSATISFACTORY

The cost of the system must be borne in one of three ways: by the employer, by the employees, or jointly by employer and employees. The bill now before Congress (the Lehlbach bill, H. R. 3149) which has been endorsed by the four organizations of government employees is said to fall within the last class. Admitting that it is a compromise bill, as its proponents claim, perhaps the best that could be obtained, it is still a bill manifestly unfair. Under its provisions the employee receiving $3,000 per annum, for instance, must pay 2½ per cent of his salary and derive no more benefit than the man receiving and paying on $1,200, though the former pays into the fund two and one-half times as much as the latter. This is class discrimination with a vengeance, and it is extremely doubtful whether that provision will stand the test of our courts. In effect it is putting a penalty on the employee who by virtue of superior education or ability or greater attention to duty has worked up to the higher position. The only fair way to handle this would be by means of a graduated scale of rates and benefits, the older employees paying higher rates than the younger, and by giving those who pay larger amounts a larger pension.

The employees' attention is drawn to the fact that under this bill no provision for any appropriation on the part of the Government for annuities is made, only $100,000 being appropriated for "expenses" of carrying the bill into effect. While the employees are, under the terms of this bill, to provide the fund, the control of it is vested in a government bureau, and the contributors have nothing to say as to how it shall be handled. Is it possible that the employees are willing to relinquish all control of their own funds? It occurs to me that this is poor business, to say the least. The precedent set by this bill, of compulsory deductions from wages for any cause, is a dangerous one, which should be given very careful consideration by the employees. Once that principle is established, there will be no end to government supervision of the employee and his finances.

ORGANIZATION-CONTROLLED PENSIONS AND INSURANCE SYSTEM ADVOCATED

I believe it will be generally conceded that the relations between the Government and its employees are merely those of employer and employee and in this respect do not differ materially from the relations of employer and employee in private enterprise. If this be true, then why not let the NATIONAL FEDERATION OF FEDERAL EMPLOYEES handle its own pension and insurance affairs, as is now being done by some other large trade unions? Labor organizations generally are opposed to any plan of insurance or bonuses given by employers, as it has been conclusively proved that in the long run the employees, directly or indirectly, pay the whole bill either in the form of compulsory deductions, as in the proposed bill, or in the shape of continued low wages.

If the NATIONAL FEDERATION OF FEDERAL EMPLOYEES should put into effect its own system of pensions and insurance, it would leave the employees free from obligation to the Government other than that of any citizen or employee. It would leave them free to assert their rights and independence without fear of losing any pension or insurance rights. It would also leave the organization in a position where it could exercise greater influence in securing to the employees better wages and working conditions as well as other reforms we are interested in. Let us be independent and run our own business, taking care of our membership without outside help or interference.

From investigations I have made I am convinced that our organization can furnish to its members a far more liberal pension than is provided for in this bill, at a lower cost to the individual and can make it apply alike to the "classified" and "unclassified" employees. In the proposed bill only "classified" employees are provided for, though provision is made whereby the President "may" extend its provisions to others. As there are large numbers of employees who are in the "unclassified" service and probably by virtue of the character of their duties

(*Continued on page* 473)

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Recasting the Civil Service

"We want to make over the whole structure." This is the keynote to any real reform, sounded by the writer as representative of the civilian government employees of the country. Existing conditions are discussed and the shortcomings of the present system laid bare. Salary reclassification also is briefly considered.

- *By* LUTHER C. STEWARD

President of the National Federation of Federal Employees

[*An address delivered before the 38th Annual Meeting of the National Civil Service Reform League, Philadelphia, May* 11]

Mr. Chairman, Ladies and Gentlemen:

I REPRESENT the human material that any federal civil service reform will have to operate on—the federal employees themselves. By the selection of the said federal employees, as President of the organization known as the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, I am in a position to express the views of more employees in the civil establishment of the United States Government than is any other individual in the United States. Therefore I can say without fear of contradiction as to civil service reform or administrative reform that the employees are very much interested in the subject. The reason for our organization's existence is substantially the same that created your organization, namely, the necessity for administrative reform. In addition, it was necessary for us to organize to meet unfair attacks upon us as a class of workers which, as individuals, we could not meet.

"GAG LAW" REPEALED; ORGANIZATION OF FEDERAL EMPLOYEES

Until August 24, 1912, we were not allowed to organize for the purpose of bettering our condition. On that date there was inserted in one of the bills before Congress a clause which repealed what is known as the "gag law." By the terms of this clause civil service employees are permitted to organize and to petition Congress, individually or collectively. Out of that permission has grown this organization, which has branches in forty-one States, the Isthmus of Panama, and Hawaii.

FEDERAL EMPLOYEES FAVOR MAKING OVER WHOLE CIVIL SERVICE

We are interested in civil service reform and have been from the start. We take a very advanced stand on the subject. We believe that any real reform requires fundamental changes in our whole civil service structure. The personnel of the Civil Service Commission, or the replacement of heads of departments or bureaus is interesting, but not vitally important. We want to make over the whole structure. When it is realized that the United States Government is the biggest business in the world, and yet has no employment policy, not even a semblance of one—that it has organized bureaus for the purpose of instructing private employers as to standards and wages, and at the same time has not maintained those standards and wages in its own service, the striking inconsistency of the whole scheme is apparent.

Hitherto those who have been interested in reform of the Civil Service have, in our judgment, overlooked one very important feature. They have tried to a considerable extent to reform at long range instead of considering the employees as essential partners in the enterprise and as possibly possessing much inside information of a very useful character.

I was very much interested this morning in what was said as to the reclassification of the Civil Service in Canada, and reclassification is what will have to be done in the United States if any substantial good is to be accomplished. We hold no brief either for or against any established agency of the Federal Government, but we do feel that we have had enough patchwork and want to start at the beginning and erect in the machinery of the Federal Government what is, in effect, an employment department. Centralize the authority, give the responsibility and the authority to cover not only the entrance test but other conditions, such as the character of the employment, promotion, demotion, dismissal, and, in fact, everything which may affect the employee during his official life.

EXISTING CONDITIONS UNDER THE CIVIL SERVICE COMMISSION

What have we now? The Civil Service Commission, which I do not think can be held responsible for everything that it has been blamed for, if you will examine the authority under which it operates. In the first place, a bipartisan Commission is wrong. We object seriously to that. We stand for a Commission on which the United States Government, the general public, and the employees shall have equal representation.

But to get back to the authority of the Civil Service Commission. What can it do? It can hold tests as a preliminary to appointment in the federal service. Then a list of eligibles is sent to the head of the department that desires to make the appointment. That is about all. The departments and independent establishments may spend their time in circumventing the Civil Service Commission, which can talk about the condition but can do little else.

It must be realized that we have no centralized authority, and that to a large extent the Civil Service Commission is nothing but an examination agency. When it comes to putting into effect what is known to be right, the Commissioners are hampered not only by lack of statutory authority but also by either open or covert opposition on the part of those who should be the first to support a real merit system. A real merit system, however, we do not possess. There is no use deceiving ourselves by applying the term MERIT SYSTEM to a scheme which merely imposes an entrance test, appoints young men and women and leaves them to their own devices to hew out a career for themselves. That is not a merit system.

As to the security of tenure. Much can be said in favor of it, but something can be said against it. In many instances it acts as an opiate on the appointee, and an opiate is certainly not good for the efficiency of the organization.

Furthermore, the so-called merit system does not do away with political influence, because after the appointee enters on duty in one of the various departments there is nothing to prevent the head of that department or bureau from being constantly bombarded by influence—Congressional, fraternal, religious or otherwise—to do something for that appointee.

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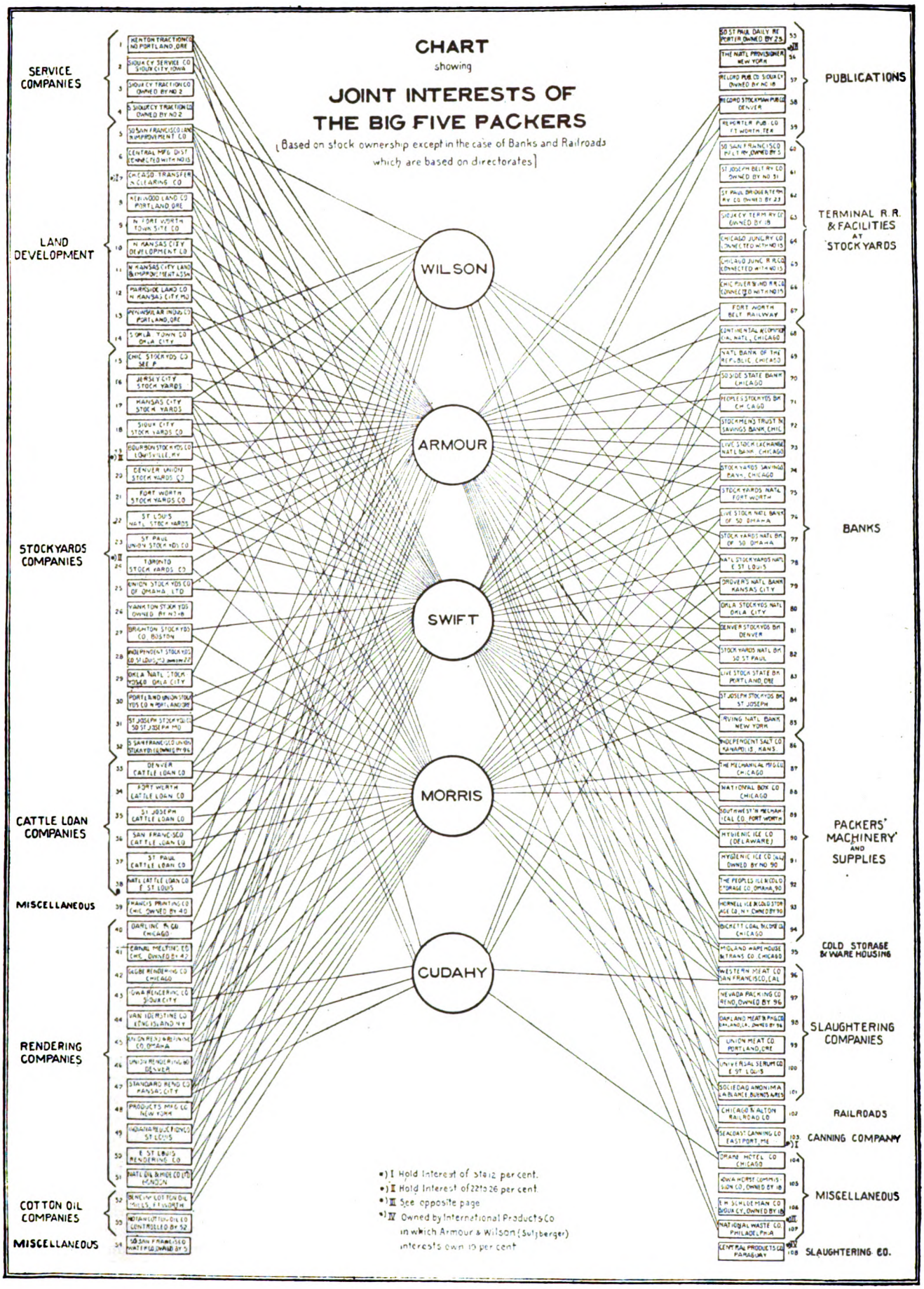

(From the report of the Federal Trade Commission on the Packing Industry)

QUERIES: TO WHAT EXTENT ARE THERE OTHER "JOINT INTERESTS" IN THE WORLD OF "BIG BUSINESS"; WHAT IS THEIR EFFECT ON THE WELFARE OF THE PEOPLE; AND WHAT ACTION WITH RESPECT TO THEM SHOULD BE TAKEN FOR THE PROTECTION OF THE PUBLIC?

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There is at present no way of stopping that, especially if the head of the office rather likes to have that kind of pressure exerted, as unfortunately many of the heads do. Until something beyond the mere entrance test is provided that will take that young man and woman when in the raw state and train them, we shall have a tremendous amount of this economic waste.

Reference was made to a 41 per cent turnover in the federal service as against 220 per cent in private employ. That 41 per cent was much too high, and was due to the fact that the United States Government has always made a practice of letting its experienced workers go rather than pay them enough to meet outside competition. The result is not good for efficiency, and it does not enhance the confidence of the workers in their future. Until training is afforded for those who come into the service, and until the Government maintains at its own expense a training school for executives, so that any intelligent young man or woman may have the opportunity to attend this school, as part of his or her official duty, and there be trained for higher positions, we shall not have real civil service reform.

THE WORK OF RECLASSIFICATION OF GOVERNMENT SALARIES

As to the reclassification of salaries by the Congressional Commission: The NATIONAL FEDERATION OF FEDERAL EMPLOYEES wanted a reclassification and has always wanted it and worked for it. It secured the passage by the American Federation of Labor Convention at St. Paul last June of a resolution providing for a Federal Personnel Commission to be appointed by the President, with the public, the administration or management, and the employees represented on it. We discovered at the last session of Congress, however, that Senators and Representatives, while somewhat favorable to a reclassification, were not disposed to extend the authority of the executive. As a result we are to have reclassification by a Congressional Commission, and that Commission is now at work. One of the first things the Reclassification Commission has done is likely to prove a big asset, that is, the making of an honest attempt to secure the confidence of the people they are going to classify. Almost every attempt to classify or to standardize public service (and there have been many such attempts in the United States) has wholly or partially failed because it was too mechanical and ignored the human element.

The Reclassification Commission has laid its cards on the table, and has given to the employees the opportunity to sit in at the game. Consequently, the employees have the utmost confidence in the Commission. This is an asset which if it can be retained by the Commission will determine its success. If lost, the job is doomed to failure. We feel we have the right to insist before we are operated on that we see the surgeon's license to practice.

The Sobering Truth

Quite enough will be said (most of it fact) about our country's achievements in the late war. There will be no lack either of the most tremendous projects for organizing and improving and centralizing everything of any importance from wireless telephone messages to the supply of raw beef, but these praises and plans do not get to the heart of our country's future. This is how is seemed to one of the wisest men that ever visited these regions:

> To an Englishman landing upon your shores for the first time, traveling for hundreds of miles through strings of great and well-ordered cities, seeing your enormous actual and almost infinite potential wealth in all commodities and in the energy and ability which turn wealth to account, there is something sublime in the vista of the future. Do not suppose that I am pandering to what is commonly understood by national pride. I cannot say that I am in the slightest degree impressed by your bigness or your material resources as such. Size is not grandeur, and territory does not make a nation. The great issue, about which hang a true sublimity and the terror of overhanging fate, is: What are you going to do with all these things?
>
> What is to be the end to which these are to be the means? You are making a novel experiment in politics on the greatest scale which the world has yet seen. . . . Truly America has a great future before her—great in toil, in care, and in responsibility, great in true glory if she be guided in wisdom and righteousness, great in shame if she fail. I cannot understand why other nations should envy you or be blind to the fact that it is for the highest interest of mankind that you should succeed; but the one condition of success, your sole safeguard, is the moral worth and intellectual clearness of the individual citizen.

These words are not from any lately come ambassador, general, or high commissioner. Thomas Henry Huxley spoke thus in his address at the founding of Johns Hopkins University at Baltimore in the year 1876, and what he said was true then and will still be true when our country's second centennial is celebrated. It is the soul of a people that achieves.—*Collier's.*

Spread the gospel of unionism among the unorganized. In the same measure that it takes root it will benefit you.

New Law for Packers

By WILLIAM KENT
Chairman of United States Tariff Commission
(In *The Public*)

THE Kenyon-Anderson bill represents a concurrence of many minds on the subject of the control of the packers. In spite of the torrents of printer's ink shed in advertising, the country is more and more awakening to the cumulative danger of foodstuff monopoly. The packers, by reason of their grip on the meat trade, are able by sheer power of capital and credit to take over and monopolize any line of business that they desire. The hearings in the Senate Committee brought forth from the packers themselves admissions that their business was so large as to have passed the boundary line of economy. Every one conversant with the trade knows of the losses sustained by shipment of live animals long distances under the packer system. Every one who has studied the situation knows that along with their growth has gone the suppression of local supplies. Everything must be poured through the packer funnel, regardless of shipping costs and shrinkage of values.

EVILS OF EXISTING SYSTEM AND SOME REMEDIES PROPOSED

The abuses connected with the monopoly of the stockyards have been thoroughly ventilated by the Federal Trade Commission. The use of private cars in the traffic not only eliminates those unable to own them, but also eliminates those who by reason of a comparatively small volume of business cannot compete with those capable of a large organized system. . . .

A number of representatives of the Federal Trade Commission, farm organizations, Consumers' League, Federation of Labor, and the live stock associations, got together and discussed the situation with members of the Senate Committee on Agriculture, before whom the hearings were held. As a result of more than two months of conferences and work, the Kenyon-Anderson bill was introduced in the House and Senate. . . . Under it the packers, stockyards, commission men, and the larger dealers in poultry and dairy products must apply for a license, and thereafter must conduct their business with due regard to the general welfare and refrain from monopolistic and unfair practices. The penalty for violation of license is either revocation, which is not to be anticipated in the case of large and vitally important industries, or a suspension with receivership. This idea

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of receivership in the public interest is entirely new, but doubtless constitutional and legal, and is a penalty which would be found drastic and efficient. The packers must within a reasonable time divest themselves of stockyard ownership or the stockyards would be subject to operation by a receiver. All cars engaged in the transportation of foodstuffs are to be made common carriers and subject to general use, with due accounting and payment to the owners for use by others.

Both stockyards and cars must eventually be acquired and recognized as railroad properties, but pending the settlement of the railroad question the remedy proposed will eliminate existing abuses.

SECRETARY OF AGRICULTURE GIVEN POWER OVER LICENSEES

Another novel feature of this bill is the power given to the Secretary of Agriculture to declare that licensees may be restrained from carrying on other business than that for which they obtained their licenses. A measure of this sort, with all its applications, must be worked out if the packers are to be prevented from exercising their power to become the masters not only of foodstuffs, but of every other phase of production and distribution in the country. Granting the growing power of their monopoly, their business is rolling up like a damp snowball, and unless stopped will presently result in an avalanche.

LOCAL COMMUNITY WAREHOUSES TO BE AN IMPORTANT FACTOR

The section in the bill in which I am especially interested concerns itself with the encouragement and standardization of foodstuff warehouses to be established by local communities and which must necessarily be locally connected with retail distribution. This section would license such institutions erected by municipalities or subdivisions of the states or their accredited licensees.

The license would carry with it responsibility for equal treatment and the assurance of an open market for small as well as large shipments and for sporadic local trade, which at the present finds no outlet. Connected with this license is the assurance of cooperation by the Secretary in matters of inspection and standardization, instruction as to methods of food preservation, and attention to the question of transportation. In other words, the Secretary or the Commissioner of Foodstuffs would act at Washington as a sort of "patron saint" of these local institutions. This section, for which I am responsible, is especially framed to encourage and to compel self-help by local communities, rather than the attempt to look to the Federal Government for things which the Federal Government should not attempt. If appropriations were asked to build these buildings, the "pork barrel" would be opened wider than ever before and the plan would fall of its own weight.

It is coming to be more and more recognized that local communities, through their governmental agencies and their cooperative movements, should dignify themselves and perform functions necessary to their welfare.

It is useless to spend time in curbing the evils of existing systems without offering logical and possible alternatives; and this food warehouse proposal supplemented by methods of economical local retailing will provide a clear, open channel between the producer and the consumer, do away with the waste incident to long shipments of live stock, offer service for making sales to local producers, furnish a market for meats slaughtered on the range, all under the best systems of inspection and regulation available. After the bill is passed, as I believe it will be, the next step must be taken by the Consumers' League, cooperative associations, and the women housekeepers, through their organizations and as individuals. The bill will point the way and offer all legitimate federal aid, to be supplemented and completed by such local retail distribution as each community may choose to adopt. The local farmer with a few chickens or a couple of hogs or a wagonload of cabbages or a few barrels of apples will know that he will secure fair and equal treatment. The consumer will know that it is up to him to reach the supplies thus accumulated and preserved.

[Retirement from Another Angle

(*Continued from page* 469)

will remain there, and who are members of our organization, every effort should be made to give them the same consideration as those in the "classified" service, and their interests should not be left to the uncertainty of presidential action.

While accurate figures as to cost and amount of annuities under organization control cannot be given until actuarial advice has been obtained, it seems safe to say that for a cost of 50 cents per month to those under 30 years of age a disability pension of $25 per month can be furnished. The cost would advance in five-year periods, as would the amount of the pension. This would be fair to all, as the older employees would pay higher rates and would reach the pension age sooner. The retirement age, or age of full pension, from our standpoint, could be fixed even earlier if desired than is contemplated by the proposed bill. This plan would combine both the disability and age features regardless of length of service. We would control our own funds, administering our affairs according to up-to-date business methods without being endlessly tied up in government red tape, and any changes in the regulations could be made either by referendum vote or at any convention without waiting for an act of Congress.

SERIOUS DEFECTS IN PENDING RETIREMENT BILL ALLEGED

The bill now before Congress provides for the refund of all money paid in by any employee, with compound interest, in the event of separation from the service. This feature is good from the standpoint of the employee who leaves the service, but it means that the cost of carrying the protection to the employee while in the service must be paid for by those remaining. It would seem that a small percentage should be deducted to meet this cost.

Another grave defect in the proposed bill is that the annuities to be paid those immediately retired are to be paid by those remaining in the service. The Government should in simple justice assume this burden. There is no just reason or even plausible argument why those remaining in the service should pay the pensions of those now retiring, while the recipients of the pension would contribute nothing. While it may be true that government employees are as a whole philanthropists at heart, it seems hardly probable that they would be willing to assume this burden out of their meager salaries.

The idea that one can get something for nothing is a dream long since shattered. Let us turn our attention to establishing within our organizations our own systems of insurance and pensions. Paternalistic ideas are all right to an extent, but as free, intelligent American citizens I do not believe we are yet ready to place our funds and our future welfare in the custody of any government bureau.

Play Fair

Remember this: you cannot pull yourself up by pulling someone else down. You will be tempted occasionally to speak disparaging of some fellow employee with the idea of promoting your own interests. Resist the temptation.—*Forbes Magazine.*

"Nothing promotes the esprit of a great organization more than recognition from time to time of those employees who perform their duties faithfully and commendably."—*Hon. Wm. Gibbs McAdoo,* in public circular issued as Director General of Railroads.

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THE OPEN FORUM

THE FEDERAL EMPLOYEE invites letters from its readers on subjects which properly come within the scope and purpose of the magazine. Particularly desired are suggestions which place the emphasis on the constructive side of things, looking toward the improvement of the United States Civil Service and of the condition of its employees.

Communications should be written concisely and should not exceed 300 words in length, otherwise the editorial blue pencil may have to be used. Please write on one side of the paper only. Typewritten manuscript, OPEN-SPACED, will be greatly appreciated by the editors. Each correspondent should retain a copy of his contribution. Every communication must be accompanied by the writer's name and address, which will be withheld from publication on request.

THE FEDERAL EMPLOYEE assumes no responsibility for expressions of either fact or opinion by correspondents.

The Voices of Single-Tax Champions

Brother Jul Johnson, to whom the reputed virtues of the Single Tax as a remedy for our economic ills fail to appeal, has certainly succeeded in drawing the fire of brothers on the other side of the fence, as witness the following communications. Brother Johnson's letter, the contentions of which are here attacked, appeared in our June issue.

To the Editors:

The pertinacity of our good Brother Jul Johnson, of the Canal Zone, in asking indulgence for a further discussion of Single Tax is rather surprising when we remember that his original contention was that the subject is unfit for presentation in the pages of THE FEDERAL EMPLOYEE.

The character of the excerpts from Henry George's *Progress and Poverty* presented by Brother Johnson in your June issue is such as to suggest that his searching of its readable pages has been for the purpose not of getting the gifted author's point of view but to find fault and pick flaws.

HERE IS A FLAGRANT CASE OF GARBLED QUOTATIONS

The extracts from *Progress and Poverty* look rather formidable until they are examined in connection with the context of the volume itself, which clearly shows that whoever segregated them must have studiously avoided the giving of related accompanying matter which, if also quoted, would conclusively answer the very objections urged by him. For example, the citation from page 341 of *Progress and Poverty* is part of an argument showing what must necessarily result if improvements upon land are such as to become in time "indistinguishable from the land itself." This has nothing whatever to do with the case to which Brother Johnson seeks to apply it, namely, a case wherein the improvement specified is that of a dwelling which (under the conditions stated) is worth $3,000, while the site upon which it stands is worth $1,000. The two kinds of value are so clearly separable and distinguishable that Brother Johnson's entire argument fails completely.

THE STORY OF THE DOMINIE WHO MUCH DISLIKED TOPKNOTS

I once heard of an old-school lay preacher who conceived the notion that a certain prevalent style of hairdressing was reprehensible. Deeming it to be his duty to administer a rebuke from the pulpit, he undertook the task of finding suitable warrant in Scripture. He solved the difficulty by exercising his freedom of choice from the King James version of Matthew xxiv, 17, "Let him which is on the house-*top not come down* to take anything out of his house." The words he chose for a text were those italicized above, the spelling of one of them being slightly changed to make it fit the occasion, so that it would read, "Topknot come down." Brother Johnson's excerpts from *Progress and Poverty* were evidently chosen in order to solve a similar difficulty. He doubtless felt the need of finding warrant in single-tax scripture for the scathing denunciation he intended to deliver, else how could he preach convincingly to single-taxers?

To enable your readers to consult the context, as related to the words selected, let me state that the chosen citations are from the Doubleday, Page & Co. edition of *Progress and Poverty*, which appeared in 1914.

In the selection of the particular passages to meet the unusual requirements of separation and elision, Brother Johnson has shown an ingenuity paralleling that of the lay preacher. His attempt to prove that the shifting of the incidence of taxation through the exempting of improvements would be in effect a cancellation of land titles is as absurd as the preacher's attempt to show that the language taken from Matthew constitutes a condemnation of human topknots.

THE TERMS "RENT" AND "INTEREST" PROPERLY DEFINED

Brother Johnson's main cause for perplexity, it seems to me, is that he does not definitely distinguish between the terms *rent* and *interest*, as defined in *Progress and Poverty*, beginning at page 165. In defining these words, the author is very careful to say that—

> of the lumped payments for the use of houses, farms, etc., only that part is rent which constitutes the consideration for the use of land—that part paid for the use of buildings or other improvements being properly interest, as it is a consideration for the use of capital.

If Brother Johnson will bear this distinction in mind while he carefully considers anew the relationships involved, he may be able to free himself from the illogical notion that the taxation of land values is "a confiscatory form of Bolshevism," equivalent to an attempt "to overthrow modern civilization." The Henry George plan involves the imposition of no new tax, since we already tax land values in taxing real estate. To exempt from taxation the products of labor, the improvements on land, cannot reasonably be construed to be an attempt to "overthrow the fundamentals of our Constitution," as Brother Johnson asserts. If it were so, the Nonpartisan League of North Dakota, whose aims and objects Brother Johnson is pleased to commend highly, must necessarily be classed as an organization that is disloyal to the Constitution, while the very opposite is true.

THE POLICY OF THE NONPARTISAN LEAGUE EXPLAINED

Brother Johnson truthfully says that the workings of the Nonpartisan League "are something worth while studying by all of us," and in this he and I are in hearty agreement. The summarized record of its accomplishments in this matter of taxation reads as follows:

> The taxation exemption law provides that improvements on farm lands shall be exempt from taxation, that structures on town or city lots used as residences by the owner may be exempt to the amount of $1,000, that individuals may have exemptions amounting to $300 on clothing or other personal property, that workingmen's tools are exempt to the amount of $300, and that the implements and machinery of farmers shall be exempt to the amount of $1,000.

In connection with this quotation, which is taken from the North Dakota *Leader*, the official newspaper of the

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Nonpartisan League, under date of April 26, 1919, it is proper to state that the law provides also that "structures used for homes on town and city lots shall be assessed at 50 per cent of their true value"; hence, the exemption of $1,000 on such residences really means an exemption of double that sum and practically amounts to a total exemption of the average urban dwelling.

The freeing from taxation of all improvements on farms and the enactment of the other exemptions enumerated are necessary logical steps in carrying out the "strong plank for site-value taxation in its platform," as stated in my "Plea for Free Discussion," which you published last January, a statement which Brother Johnson now characterizes as "indeed so laughable that it surprises me that it ever got into print."

It is certainly no laughting matter. Having witnessed the beneficent practical results of this site-value taxation policy as actually in effect just across the border in Canada, the people of North Dakota knew what they wanted. They accordingly have enacted this policy into law, as already shown. They have brought common sense to bear on the prosperity problem by removing taxes from the things they want—houses, tools of industry, and other products of labor—and putting taxes on the thing they do not want—idle land. This means less tax for the small working farmer and more tax for the parasite profiteers. The enactment of this system of taxation as the permanent policy of a sovereign State marks the advent of a new era in the progress of America's task of exemplifying a type of democracy that shall be safe for the world. The new order is coming, and when it arrives and we make its acquaintance the ordinary run of common people, as distinguished from land speculators and absentee landlords, will like it so well that we shall wonder why the workers did not unite to get it sooner.

In closing, allow me to commend the spirit of fairness which has characterized the conduct of the OPEN FORUM department, wherein "the constructive side of things" is emphasized and "the other fellow" is given a chance to be heard. The results already attained demonstrate the wisdom of establishing this attractive and useful feature of THE FEDERAL EMPLOYEE. I hope to hear again from Brother Johnson.

CHARLES SUMNER DAVIS,
Mediator of Agricultural Branch,
Federal Employees Union No. 2.

To the Editors:

Brother Jul Johnson's letter in the June FEDERAL EMPLOYEE is an example of how an author may be quoted and deductions made from his words which do not represent his true position.

Brother Johnson quotes from Henry George in *Progress and Poverty* to prove that, under the Single Tax, there would be a continuous series of "auction sales" whereby "a man would be compelled to bid against all others for the rental of the land on which the improvements stand, in order to retain possession of his improvements." The Single Tax idea contemplates the guaranteeing of security of use and possession to land and full ownership of improvements so long as the owner of the improvements and user of the land pays to the state or community, in the form of taxes, its annual rental value. As the land increased in site or location value the occupier would be called on to pay more taxes, and if he refused to do so, as sometimes happens under the present system, the State would sell it for taxes, as is done now at times.

In his "Open Letter to the Pope" Mr. George says:

> We propose—leaving land in the private possession of individuals, with full liberty on their part to give, sell, or bequeath it—simply to levy on it for public uses a tax that shall equal the annual value of the land itself, irrespective of the use made of it or the improvements on it.

In his hypothetical case in support of his "auction-sale" idea Brother Johnson fails to see that with two lots of equal value, one improved and the other vacant, the annual taxes on each will be eactly the same under the Single Tax. He is wrong in lumping his house value and land-site value together, for the latter is all that counts under Single Tax. The fine house does not give site value to the lot. The fact that the lot is located in a community which confers certain advantages on the holder of it does this. There are schools, paved streets, libraries, parks, electric lights, theaters, and other modern conveniences of community life. If I desire a home in that community, why should I prefer to have Brother Johnson's lot with his house on it, when I can get a vacant lot of equal desirability by paying the same annual tax and can then build the kind of house I wish. However, suppose I should very much prefer Brother Johnson's house and lot to building a house on a vacant lot next door, and suppose I should be willing to pay for it $60 a year ground rent where he is now paying only $50, he can put such a price on his house, say $5,000, instead of the original cost, $3,000, that I will decide that I could better afford to take the vacant lot next door. If Brother Johnson's lot is really worth $60 a year ground rental, I will have to pay the same amount for the vacant lot adjoining, but if the latter lot is worth only $50, Brother Johnson's will pay only this amount of taxes, even though I am ready to pay the State $60 if I can buy the house from him. The State cannot make Brother Johnson sell his improvements to me for less than he is willing to take for them under the Single Tax, and he cannot be put off his land so long as he pays the annual ground rent.

In the colonies of Arden, Del., and Fairhope, Ala., enough of a demonstration of the Single Tax principle has been made to show that under the Single Tax every man would be fully protected in the use of the land he occupied and the ownership of his improvements. The land is let there on the basis that the holder shall pay the community a certain amount each year as ground rent. He builds his house, plants his trees and garden and *on these things* pays no taxes. When he desires to leave he sells his improvements, and the Colony Society transfers his lease to the purchaser.

The Single Tax would encourage the possession of land *for use* and discourage holding for *speculation.* When Henry George, in some of his writings, speaks of abolishing private property in land by means of the Single Tax, he means that the operation of the Single Tax would make it impossible for people to trade and traffic in land as if they had created it, like shoes, clothes, or other products of toil. If the entire community-made value of land were annually appropriated by the community, in the form of taxes, and all improvements and products of industry exempted, there would be no profit in holding land unless it increased. This would mean that millions of good tillable acres now held out of use for speculation and millions of city lots would be turned back to the States or municipalities for taxes and be thrown open for use.

The United States Constitution recognizes that the title to land and the whole land system rest in the State or in the sovereign people. Whenever anyone can prove that land- or site-value is created by the individual owner of a piece of land, then the Fourteenth Amendment may be invoked to prevent the Single Tax, but so long as our courts recognize the principle of "eminent domain" and the "benefit district" idea for drainage and road improvement, there seems little likelihood that a further application of the Single Tax principle by direct vote of the people or their representatives could be construed as a violation of the Constitution.

Mention of the Nonpartisan League (which, by the way, has never gone on record for the Single Tax) suggests the fact that farmers are coming to

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have a very friendly attitude to the Single Tax.

For the past few years the Washington State Grange has been on record in favor of the Single Tax. These land-owning farmers of the Northwest know that under the present system the land speculator is making the working farmer and city wage-earner pay the bulk of the taxes, besides paying high prices for all commodities. They are not afraid that their land and improvements are in danger of being taken from them. They are out to put the land tax systems on a fair basis. Many individual farmers have already taken this position and an increasing number of organizations tend that way. In the cities organized labor constantly goes on record for the taxation of the site value of land to pay all governmental expenses. And so the ball rolls, gathering momentum and size.

CARL BRANNIN,
Executive Secretary, Farmers National Single Tax League.
Washington, D. C.

Random Thoughts on Economics

Salary in terms of "dollars" or "existence"—which? The eight-hour day problem; collective bargaining.

To the Editors:

A few random thoughts that may acquire sufficient impetus to become missiles and reach the target are set down, so that others may add to the momentum, or mark the target.

In the year of the Spanish-American War:

"You are hereby appointed . . . at a salary of $60 per month. . . ." What did that $60 mean? It meant that an unmarried employee could feed and shelter himself for $30, and have $30 left for clothing and other items. Let us call the $60 per month, therefore, 125 per cent "Existence" and rewrite the appointment paper. Such an appointee would be faring well today. But!

In the year of the World Peace:

"You are hereby appointed . . . at a salary of 50 per cent existence . . . per month." Why! The Alien Property Custodian made better payments than that to German-owned corporations. Now here is the point. The dollar is wabbly, and a salary existence wabbles with it. The "Price Index" of maintaining an existence varies with the dollar, but the concrete items are stable. Let salaries, therefore, be stated in so many points of "Price Index," and the salary man is secure, and no injustice is done.

In the year of the World Peace:

(Maybe) "You are hereby retired . . . on a monthly payment of $60. . . ." Poor devil! Graciously relieved by his appreciative country, he is retired to a 50 per cent existence; last month his check was $200. Do you not think that Retirement bill ought to read in some different standard than "dollars"? It's a pretty big economic problem.

Now, what about the economics of an eight-hour day? Can the work of the world be done in eight hours? Can the necessary sleep of the workers be obtained in eight hours? What disposition ought to be made of the remaining eight hours? It is in this remaining eight hours that the defection of the eight-hour day arises. If the majority of the workers aim to "get by" merely, the eight-hour day fails. And if he is improvident in his idle eight hours, the eight-hour day fails. There should be expert grouping of workers. Some men ought to work twelve hours, some ought not to work more than seven, depending on the man and the job. How would your draft horse look in a pneumatic sulky? His capabilities would be wasted unless he pulled a draying truck all day long. And what of the trotter harnessed to a truck? The trotter would be a wreck.

Collective bargaining? No. somebody is delegated to make the bargain. Majority rules? No, the portion capable of ruling is disinclined to rule and delegates the authority, and the other portion is too inexperienced to rule and is bossed. Representative government? No, the candidate to represent us is out looking for votes; we are not out looking for suitable candidates. We *must have trained experts* in every government position of town, county, state, and nation. We must offer them enough salary so that they will be experts, and assure them of a long enough tenure so that they will not need to have "press agents." We must hold up their hands by allowing them freedom of action, and not be forever suspicious that they are crooks. Let all take notice that 99 per cent of the salaried group are honest, intelligent, worthy.

G. HAROLD NOYES.
Trenton, N. J.

Changes Urged in the Retirement Bill

This correspondent urges that the Government should bear the expense and that length of service as well as age should be considered.

To the Editors:

Appended is a copy of a letter relative to the Retirement bill, which is once more before Congress. I shall be glad if you can find space for this discussion.

HON. ALBERT JOHNSON,
House of Representatives,
Washington, D. C.

MY DEAR MR. JOHNSON:

Pursuant to my interview in reference to the retirement bill for the federal employees, I beg to submit herewith for your consideration a part of the information which your office thought desirable to have at hand.

You asked for statistics concerning the British, French and German retirement systems. These I will try to furnish later. Meanwhile, may I not suggest that we have a precedent to follow of our own country's making in the retirement measures in effect in the Army and Navy?

It is my opinion that *length of service* as well as *age* should be a feature of the Retirement bill. In this connection I would offer the following amendments:

(*a*) That the federal employees *should not bear the burden of the fund created.*

(*b*) That after a service of twenty or twenty-five years *(continuous or otherwise)* the federal employee *should be retired before reaching the age limit if he so elect.*

I am asked what I would consider a fair sum per year. I respectfully submit the following, the *rate to be based in each case on the average salary received in the last ten years of service:*

(*a*) For the federal employee retiring at 65 years, 75 per cent.

(*b*) For the federal employee *desiring retirement* after twenty-five years, 60 per cent.

(*c*) For the federal employee *desiring retirement* after twenty years, 50 per cent.

It may be well to remind the Congress again that the United States Government has been all too long in awakening to a sense of obligation to its aged and aging *civilian employees.* A further reminder may be in order, that these faithful servants (when they do become pensioners) *will not live forever!*

Hoping for your active interest, I am,
Sincerely yours,

MARY WRIGHT-DAVIS, *Employee, Copyright Office, Library of Congress, and member of Washington F. E. U. No. 2.*

The Obsessed School Boards

What strange obsession afflicts school boards that they should be so different from other public bodies? Why should they be among the worst of employers? Why should they forever be quarreling with their employees? There was a time when employers denied their men the right of organization, and refused to see committees representing them. They arrogantly declared they would run their own business as they saw fit. But that is a thing of the past. Few employers now hold out against the demand for collective bargaining; few, that is, aside from school boards. These august bodies, presumably public servants, exclude teachers from any part in the management of education. If protest is made the objectors are investigated to see if they are traitors or have Bolshevist tendencies. Political democracy is recognized, and industrial democracy is rapidly growing. But there must, if we would heed the school boards, be no democracy in education. What nonsense is this? Upon what meats do these men feed that they are grown so great? Must the school teachers go through the long struggle that has marked the advance of organized labor in order to secure simple justice?—*The Public.*

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A Day's Work

By JOHN J. DENAIR
Member of New York City Federal Employees Union

THE office door opens and our Chief enters with a good smile and a hearty good morning to everyone. He has no sooner divested himself of his hat and coat than the sound of the telephone bell is heard. Taking up the receiver, the day's work is started on the report that a shipment of three carloads of navy supplies is to be sent to———— Navy Yard. The word is promptly given to the stevedore in charge, who, in turn, sets the labor machinery of the department in motion.

The noise of busy hands sealing cases with sledge-hammers, with the sound of careworn hand trucks, gives one an impression of the rapidity with which this shipment is handled. The proper clerk is told that the cars are waiting to be taken out of the yard, and accordingly upon the completion of loading sheets she forwards the cars to the shipping store man, at whose command a giant locomotive steams on its way to the ———— Navy Yard.

The buzz of the dictagraph announces a request for a gang of men for the receiving department, bringing to our attention the fact that the last deliveries of a huge government contract are being made. The gang proceeds to the receiving floor and the activity of the electric transveyors remind one of unwelcome experiences in dodging "flivvers" and motor cars. The tally board in the arms of the checker brings back memories of good old schooldays, and the calling of the case numbers by his assistant gives a fine idea of one gifted in the art of "peddling." Soon the first electric truck is loaded in fifteen minutes and then the job makes room for another. Thereupon the men go back to their station only to have the official in charge order ninety-six cases of drill down to the warehouse to make room for some material necessary to complete an order slated to go to the ———— Station.

This job brings the close of the day near at hand, as can be judged by the look of fatigue on the faces of the men. The Chief leaves his desk in the office, not failing to right things if need be, as he goes. Directly outside the office is the porter, busily engaged in sweeping the floor, and down the line a bit we see several men, some of whom are hiding the hammer for safekeeping, while others are busy trying to persuade the stevedore that on the morrow they will strive to better the mark of this tiresome day. A happy brother in the corner breaks the silence, and, wiping the sweat from his wrinkled forehead, bursts forth with a challenge "to treat the house" if he fails to "hold his own" with the boys, even though the "young old bird" has seen something in the neighborhood of forty summers. This man had been peeved over the wise crack of a young chap twenty years his junior; hence the outburst.

The clock is fast approaching 5, and the siren is blowing. What was shortly before a beehive of activity is now, but only for a few hours, the counterpart of an ordinary factory. The men passing the office door bid a good-night to their Chief and receive a like greeting in return. Thus passes another day that has helped materially to *"win the war."*

American Working Women and the Peace Conference

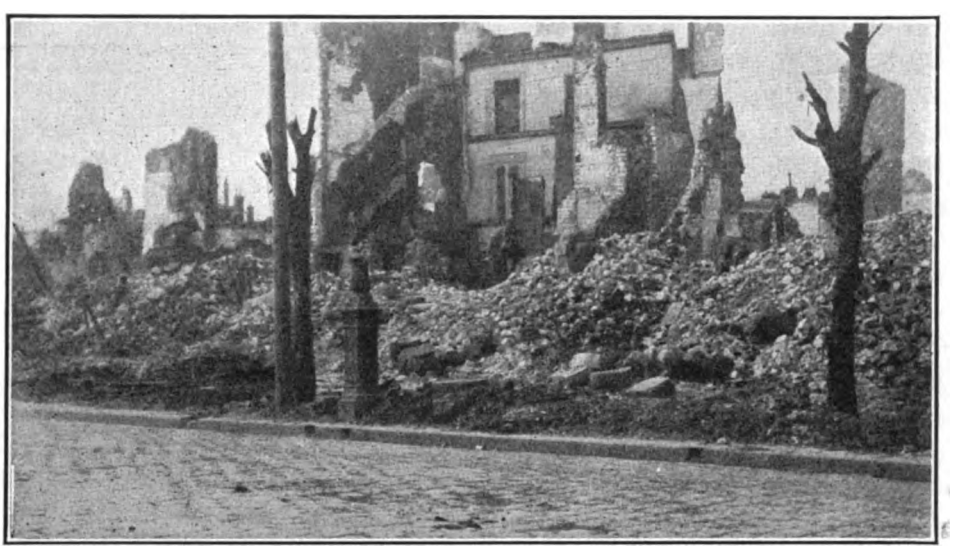
(*Continued from page* 461)

We attended the great Labor May Day celebration in Hyde Park, organized by the *Daily Herald,* the new labor newspaper, where thousands and thousands of working men and women participated in a parade, ending in mass meetings addressed from eight platforms. On the evening of May 3 we attended the great trade-union and cooperative demonstration in Albert Hall, about 10,000 people being present. Such well-known persons as G. Bernard Shaw, Robert Smillie and Miss Bondfield spoke. The Cooperative Societies have an investment of $30,000,000 and more than 3,000,000 subscribers. No subscriber can hold more than $1,000 worth of stock. The following resolution was moved by Mr. Shaw and seconded by Mr. Smillie and others:

This meeting, representing the London Trade Union and Cooperative Movements, realizing the increased necessity for united action in the interests of the workers as producers and consumers, gives unqualified support to the policy of mutual assistance on the part of trade union and cooperative forces, and pledges itself to further the organizing of working class opinion in London in favor of:

1. Multiplying the membership, capital and branches of cooperative societies.
2. Strengthening and consolidating the trade union movement.
3. Establishing central headquarters for the two movements, comprising a great shopping center, large public hall, café, administrative offices, etc.
4. Securing control of local government by representation on the local government bodies.
5. Generally working for the uplift of the workers' lives.

Your commissioners have derived profound inspiration from thus meeting with their sisters in two of the nations of Europe. They have brought back with them the impression that the spirit of the men and women workers surmounts the tragedy of the war, with all its bereavement, horror and desolation, and that they are fired with a lofty ideal of rebuilding the world on new lines which shall assure to the workers of the world and to their children happy and healthy conditions of life and livelihood, and that they are unconquerably determined through international understanding and practical cooperation to make impossible a repetition of the disaster which startled humanity in 1914.



IN BATTLE-SCARRED RHEIMS

From a photograph taken by one of the delegates, whose journeyings led them to the devastated city.

"Did you make any resolutions for Lent?"

"Yes; I resolved to save up something for a rainy day."

"Well, why didn't you keep it up?"

"It rained the next day."—*Yale Record.*

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Editorials

NEW FORCES IN ORGANIZED LABOR

Here are two items of real significance that have filtered through the columns of the press within the last few days: One tells us that the Boston Newspaper Writers' Union has secured for its members a substantial increase in wages from the publishers of seven papers in that city, as the result of a strike; the other, that a number of actors have formed a union in New York City, with a well-known figure of the American stage at its head. The members of both these unions are our brothers-in-arms by virtue of affiliation to the American Federation of Labor.

As is generally known, the teachers of the country, including a number of college and university professors, are already well advanced in the Labor Movement, through the American Federation of Teachers, which is growing rapidly in membership and influence. Sharing some of the same aims, the newly formed section of the government scientific and technical employees in Washington looks forward to establishing close cooperation with workers in similar lines in the colleges and universities throughout the United States, and in state and municipal and other institutions, for the purpose of promoting, through unionization, the efficiency of the service and the general betterment of the conditions of their employment.

No peculiar acumen is needed in order to sense the meaning of these things, which are taking place day by day under our eyes if we will but see, despite the fact that they are not featured in the press with scare-heads or given first-page positions. We can't expect in reason that everything will be "played up" like a prize-fight or a bankers' or manufacturers' convention.

Speaking seriously, the linking of these three great agencies of education and publicity—the school, the press, and the stage—with the Labor Movement is a momentous development in our social order. The transformation of the workers in these fields from mere onlookers, so to speak—possibly sympathetic in a more or less abstract way, possibly indifferent or even hostile—into active sharers with their brother and sister wage-earners in the working out of the common problems which beset them—this transformation is bound to exert a profound influence on all classes concerned. Although necessarily speculative, it is interesting to contemplate what would be the state of the Labor Movement today had the amalgamation of these forces been effected many years ago.

Our schools and colleges and universities have been too long under the sway of ultra-conservative or reactionary influences, under the dictation of influences that, throwing a halo of sanctity around the *things that be,* hold back and stifle progress toward the *things that should be,* the things that make for "the greatest good of the greatest number," for democracy, both political and industrial. If we are to build deep and strong foundations for the Labor Movement of the future, including, of course, our own organization, we must see to it that the educational system of the country is thoroughly democratized. Certain it is that *some* system of social and economic science is to be taught in the schools and colleges of the land; it is the duty of organized labor, as the writer sees it, to insist that it be a system of social and economic science that spells democracy, real democracy.

In bringing about and perfecting at every opportunity the amalgamation with organized labor of the school and the press and the stage, it is possible to raise a power that shall triumph in the end over the power of organized wealth. The materials for the building are at hand. To have the vision to see the completed structure and to build it stone by stone, with many sacrifices and in the face of many obstacles, without faltering and without turning back—this is the task set for the workers.—J. G. G.

NFFE

A VITAL NEED

A conspicuous omission mars the splendid record of honorable achievement made by American trade unionism. It is the almost complete lack of a system of cooperative buying and selling of

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the things all workers must have. The need for such a system, always strong, is now imperative. What avails it if the wage and salary increases obtained as the result of effort and struggle almost heart-breaking in their intensity merely become so much toll or tribute, to be handed over when called upon to "stand and deliver" in the name of old High Cost of Living. Judging from the past, reliance upon government investigations and prosecutions as a means of relief is but leaning upon a broken reed. Usually, the entire expense entailed by the investigation is subsequently added to the price of the article, with interest, so that the last estate of the consumer is worse than the first, even though the investigation may have been honest and thorough. Witness the case of coal, some years ago, and the meat products of the great packing houses.

Were this an untried, uncharted sea, there might be reason for our failure to meet this obvious need. But cooperation, on a small scale and on a large scale, and in almost every field of industry, has been tried and has met with marked success in nearly every civilized country; and everywhere its principal supporters have been trade unionists. In Great Britain, the plan of "organized self-help" started by the little group of Rochdale weavers in 1843 has grown until in 1916 its net sales were $240,000,000, and it now operates the largest textile mills, the largest flour mills, and the largest shoe factory in the United Kingdom, and the largest bakery in the world. In order to be independent of private enterprise, which has often been hostile, it has purchased wheat lands, coal lands, the means of transportation. No member is allowed more than one vote, and the dividends are large or small as the amount expended at the stores is large or small, without regard to capital invested. Here in the United States the movement is at last making substantial headway, especially in Illinois, where the coal miners operate cooperative stores with good results. Some time ago, the American Federation of Labor named a committee to investigate cooperative systems and, after exhaustive research, it reported in favor of the Rochdale plan.

A matured, working system following along lines of collective self-help and found markedly beneficial by millions in other countries is surely entitled to our thoughtful consideration, helpless as we now are in the relation of consumers. Federal employees especially should give this matter careful attention, for they are peculiarly well equipped, especially in Washington and the great cities, to take the lead in cooperative enterprises.—G. A. W.

NFFE

COLLECTIVE BARGAINING BY GOVERNMENT EMPLOYEES

"The body of federal employees, as a matter of right and justice, should always be recognized as a party to the consideration of legislation or of executive action materially affecting the conditions of their employment. This is a basic principle, to which we should adhere under all circumstances and for the full recognition of which we should constantly work."

When in March of last year the writer voiced in these pages the conviction just quoted, he little thought that the march of events in this part of the government field would be so swift as it has proved to be. Speaking in the large, the progress of new ideas is disappointingly slow and the practical application of them slower still. The great world upheaval, however, even in our own land, far removed from the "tumult and the shouting" of the grappling armies, by fixing attention on labor and its problems, especially on the necessity of ORGANIZATION as a prerequisite to efficiency, has brought about in a few months changes which under normal conditions might not have developed in as many years.

The principle of collective bargaining as applied to our civil service is a case much in point. A concrete example is found in the order recently issued by the Ordnance Department of the Army (which we print in this number) upholding for its civilian employees the right of membership in unions and commending the practice of holding conferences between representatives of the department and union officials. Attention has already been directed in our magazine to an order promulgated lately by the Navy Department providing for adequate representation of its civilian employees on a committee charged with investigating salary conditions. Consider in connection

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with these examples the recognition on the part of the Joint Commission on Reclassification of Salaries of the principle of collective bargaining by employees; in the creation by the Railroad Administration of the railway adjustment boards, on which the membership of the employees' Brotherhoods have equal representation with the management; and in the constant recognition by Committees of Congress and by high executive officials of our National Federation as the agency through which the wishes and needs and aspirations of federal employees in general find expression.

Thus the movement for the democratization of the public service sweeps onward, with ever-increasing momentum. When during the war the Government, acting through various agencies, urged on private employers the principle of democracy in industry—and any other course would have been an act of folly—it was inevitable that the same principle should be established at no distant day within its own doors. That the organized employees, with the support of organized labor as a whole, have exerted much influence on this movement, cannot with truth be gainsaid. The notion that efficiency in the service—the goal toward which all are working—can be secured and maintained under a system which operates only from the top, is destined to die a natural death. In its stead is rising before our eyes the enlightened conception that the civil service of the future will rest on the sound basis of highly developed cooperation, along democratic lines, of the Government and its employees.—J. G. G.

NFFE

HOW TO DEAL WITH GRIEVANCES

The passage of the Nolan bill for the second time by the House of Representatives contains a valuable suggestion bearing on one of the serious problems which constantly confronts our organization and its membership—that of dealing with grievances.

Grievances among government employees in the course of their official life are like the poor—they are always with us. This is necessarily so with hundreds of thousands of workers, especially in the present chaotic—this adjective is none too strong—condition of the civil service. The kinds of grievances are legion—grievances as to appointment, promotion and demotion, pay, transfers, leave, overtime; and so on ad infinitum. Sad to relate, many of the grievances brought to the attention of the officials of our National Federation are well grounded. For some of these the responsibility rests with Congress; for others, with executive officials of higher or lower degree. As the grievances which reach the national offices vary greatly in kind, so they vary in scope and seriousness. A certain complaint may involve the interests of but a single individual or it may be of concern to a number of employees reaching into the hundreds or even the thousands. Although it is the desire and effort of the proper officials of the organization to do all in their power to secure just and proper treatment for members from the Government, the practical side of the matter must be taken into consideration. The time which our headquarters staff can devote to the settling of grievances is necessarily limited by the other duties which devolve on them. Even an individual case may require much time given to letter-writing and personal interviews with government officials, while as a rule the adjustment of matters involving groups of employees demands the expenditure of much greater effort.

It may be asked, Why the reference to the Nolan bill above? How does that measure suggest the grievance question? The answer is that the Nolan bill is a typical case of handling grievances on the *wholesale* plan, as it were, instead of on the retail plan. By the enactment of this measure—and its enactment is confidently expected—grievances ranging in number from 40,000 to 70,000 will be settled in favor of the employees. While the total of effort expended on the part of our National Federation and the locals looking toward the passage of the Nolan bill of necessity looms large, it is a mere bagatelle compared with what would have been required to secure the same result on the "retail plan" above mentioned. The proper conclusion would seem to be that, while the time will probably never come when grievances of individuals and of groups or classes of employees can be eliminated from consideration, in an organization so extensive as our own it will become more and more essential to lay the stress on concerted effort which shall reduce to the minimum the number of just complaints by employees in the federal service through constructive changes along broad lines, such as are now taking form as the result of the labors of the Joint Reclassification Commission. The energies of our organization can be lent to no better purpose than to the initiation and furtherance of measures for the proper reconstruction of the civil service.—J. G. G.

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THE WEEKLY FEDERAL EMPLOYEE

TO THE PRESIDENTS, SECRETARIES, AND MEMBERS OF ALL FEDERAL EMPLOYEES UNIONS:

You have doubtless received copies of a Prospectus of the proposed weekly edition of our official organ, "The Federal Employee," recently sent you. The publication of this edition, which will take the place of the Weekly News Letters and press bulletins heretofore issued from national headquarters, has been authorized by the Executive Council. The first issue will be eight pages. Later developments may indicate the necessity for a larger publication.

There will be forty issues a year of the weekly edition of "The Federal Employee" which, taken in conjunction with the twelve regular monthly editions issued at present, will make fifty-two issues of "The Federal Employee" a year. The forty issues of the weekly edition will be sent to individual subscribers for 50 cents per year, or they will be sent in packages of twenty-five copies to one address at the rate of 40 cents per year each; also, the forty issues of the weekly edition, together with the twelve issues of the regular monthly issue, a total of fifty-two issues, will be sent to subscribers for $2.00 per annum.

As we contemplate making this weekly edition a live-wire publication, it is believed that our local unions will find it a very valuable medium for advertising the activities of our organization in general and of the several unions in particular. Some of the more important features of the weekly edition will be the following:

1. Matters of interest from a Washington standpoint, which are not available for the regular monthly edition.
2. General announcements of the locals, such as calling of regular or special meetings of the Union, or anything else of interest to the members of the several locals.
3. Announcements of individual members relative to transfers from one branch of the service to another, or exchanges of positions with other employees.
4. Special material devoted exclusively to some particular local, such as the holding of a May-pole dance, a June festival, a ball or picnic, or any other matters of this character.
5. Special articles showing what are the big questions being considered by allied organizations in the trade-union movement.
6. Articles of a general nature submitted by our members which may be received too late for use in the regular monthly edition of "The Federal Employee," or which may be crowded out because of lack of space.
7. Special announcements from national headquarters which are now handled in circular letters or special bulletins.

In order for this weekly edition of "The Federal Employee" to be a success, it is necessary to have the active support and cooperation of our several local unions. Having this in mind, it is requested that the officers of each local union promptly take this matter up with their members and ascertain to what extent they will support the proposed move. After you have thoroughly canvassed your membership on the matter, please furnish this office with definite information on the following:

1. The number of copies in bulk your Union will take at the rate of 40 cents per year for forty issues.
2. The number of copies the individual members of your Union will take and have sent direct to their home addresses at the rate of 50 cents per year for the forty issues.
3. The number of subscribers you can get outside of your organization who want the weekly and monthly issues of "The Federal Employee," at the rate of $2.00 per year for the fifty-two issues.
4. The number of subscribers you can get outside the organization, who want the weekly edition sent them at the rate of of 50 cents per year for the 40 issues.

WITH THE ACTIVE SUPPORT OF OUR LOCAL UNIONS WE CAN MAKE THE WEEKLY EDITION OF "THE FEDERAL EMPLOYEE" A BIG SUCCESS FROM THE BEGINNING. MAY WE RELY ON YOUR COOPERATION?

OFFICERS OF LOCALS WHO HAVE NOT YET FURNISHED THE FOREGOING INFORMATION ARE REQUESTED TO DO SO AT THE EARLIEST PRACTICABLE MOMENT. DEFINITE PLANS WITH REGARD TO THE PROPOSED WEEKLY CANNOT BE COMPLETED UNTIL THIS INFORMATION IS IN HAND.

Please note that with the first issue of the weekly edition of "The Federal Employee," the Weekly News Letter, which is now mailed free to a large number of our members, will be discontinued.

Fraternally yours,

E. J. NEWMYER,
Secretary-Treasurer.

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NEW VIEW OF WASHINGTON FROM AN AEROPLANE

In the left center is seen the U. S. Capitol, beyond which, to the right is the Senate Office Building. Still farther beyond, in the background is Union Station, immediately to the left of which is the City Postoffice. The dark structure, nearby, in the center background, is the Government Printing Office. Returning to the foreground of the picture, the marble structure on the left is the House Office Building; that to the right, surmounted by a dome, the Library of Congress.

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With the Poets

The Fool's Prayer

The royal feast was done. The king
Sought some new sport to banish care,
And to his jester cried, "Sir fool,
Kneel now and make for us a prayer."

The jester doffed his cap and bells
And stood the mocking court before.
They could not see the bitter smile
Behind the painted grin he wore.

He bowed his head and bent his knee
Upon the monarch's silken stool.
His pleading voice arose, "O Lord,
Be merciful to me, a fool!

"'Tis not by guilt and onward sweep
Of truth and right, O Lord, we stay!
'Tis by our follies that so long
We hold the earth from heaven away.

"These clumsy feet, still in the mire,
Go crushing blossoms without end;
These hard, well-meaning hands we thrust
Among the heart-strings of a friend.

"The ill-timed truth we might have kept,—
Who knows how sharp it pierced and stung?
The word we have not sense to say,—
Who knows how grandly it had rung?

"Our faults no tenderness should ask;
The chastening stripes must cleanse them all;
But for our blunders, oh, in shame
Before the eyes of heaven we fall.

"Earth bears no balsam for mistakes.
Men crown the knave and scourge the tool
That did their will. But thou, O Lord,
Be merciful to me, a fool!"

The room was hushed. In silence rose
The King, and sought his gardens cool,
And walked apart, and murmured low,
"Be merciful to me, a fool!"

—Edward Rowland Sill.

The Farmer and the Financier

A financier drove out to see
A farmer, who professed that he
(Although his farm was rented),
Had found the surest means to take,
And own the wealth which others make,
Yet keep his dupes contented.

The farmer proudly led him out,
To see his oxen strong and stout,
His pride and greatest treasure;
They came, almost before he spoke,
And placed their necks beneath the yoke,
Apparently with pleasure.

"What makes them come?" the other said,
"With nothing but a nubbin fed;
Indeed, I don't see through it."
The farmer smiled, and said, said he,
"I broke them in as calves, you see;
They're edicated to it."

"They do my will, my word obey,
Without reward, not even hay,
Although I let them pass
An hour at noon and all the night
Down in the pasture, out of sight,
A hunting 'round for grass."

Thus spake the financier then,
"You deal with cattle, I with men,
Whose toil has greater worth;
Financially, I reign a king,
Invest in nearly everything,
Some day I'll own the earth."

"Men come to me in sorest need;
They beg for work; implore and plead;
If I a job assign,
The highest wage I ever give,
Is fixed by what it costs to live,
The product, sir, is mine."

"Your nubbin represents the wage
For which the working class engage,
To live so mean and humble;
And grind out profits, don't you see,
That comes to me, yes, comes to me,
What cause have I to grumble?"

"I serve the farmer much the same,
Ha! Ha! But they are easy game,
And think they're independent,
I set the price and profit well
On all they buy, on all they sell,
And roll in wealth resplendent."

"And price or wage, which e'er it be,
The system soon returns to me
In int'rest, profit, rent.
Yet, all the same my victims cheer
And shout with joy when I appear,
So well are they content."

The farmer asks: "What makes them toil
For you to plunder, rob and spoil?
Gee whiz! it beats the nation."
"Ah, well! they are taught as babes, you know,
That God Almighty wills it so;
'Tis all in education."

"I pension men to teach our youth
As I direct; to hide the truth,
And regulate instruction.
For, if the truth were known, you see,
My dupes no more would give to me
The fruit of their production."

—J. E. Nash.

Just a Job

Is it just a job that is yours to hold,
A task that offers you so much gold,
Just so much work that is yours to do,
With never a greater goal in view?
What do you see at your desk or loom,
Or the spot you fill in life's busy room?
Merely a flickering lamp that burns
With a sickly light as the mill wheel turns
And the same old grind in the same old ways
With all the tomorrows like yesterdays!

Is it just a job, just a task to do,
So many pieces to build anew?
So many figures to add, and then
Home for a while and back again?
Are you just a clerk in a gaudy shop,
Pleased when a customer fails to stop,
Finding no joy in the things you sell,
Sullenly waiting the quitting bell?
Are your thoughts confined to the narrow space
And the dreariness of your present place?

Is it just a job, or a golden chance?
The first grim post of a fine advance,
The starting place on the road which leads
To the better joys and the bigger deeds,
Do your thoughts go out to the days to be?
Can your eyes looks over the drudgery
And see in the distance the splendid glow
Of the broader life that you, too, may know?
What is your view of your circumstance,
Is it just a job or a golden chance?

—Edgar A. Guest in *Employment Service Bulletin*

The Gink

(Apologies to Kipling)

A Gink there was and he took an exam.;
(Even as you and I).
A job he'd have with Uncle Sam.
He'd work for the best boss in the land,
Where pay was big and honor great
And he'd soon be a man of state
(Even as you and I).

Oh, the years he lost and the bitter dross
That the work of his head and hand
Belonged to a boss that did not care
(And now we know he never did care)
A rap for a single man.

This Gink that was, his coin all spent,
(Even as you and I)
Home, insurance and savings went
To pay for groceries, fuel and rent;
Meat graced his table once each week,
And cheaper clothes he was forced to seek.
His salary small, 'twas never large,
Paid the rent and lighting charge.
For a Gink must follow his honest bent
And pay his bills, though he save not a cent
(Even as you and I).

Oh, the toil it cost, and the time it lost,
As the years he worked and planned
Of what he would do when the raise came through,
The raise from his Uncle Sam.
(But you and I know, and long have known
What the Gink didn't understand.)

The Gink was worked to his very hide,
(Even as you and I).
Which they might have taken and tanned and dried,
And I honestly think they would have tried
If the blooming Gink hadn't up and died.

And it isn't the raise, and it isn't the days
That we've lost at our country's work
That sears our souls like white hot coals;
It's the coming to know that Uncle Sam
Don't give a hang for a single man
He hires as government clerks.

—Wampus in *The Civil Service Crab.*

'Line's Busy

O lady, why that puzzled air?
Why do you rumple up your hair?
Where is that manner debonair
Which you were wont before to wear?
Said she: "Don't bother—go elsewhere
I'm filling out my questionnaire."

O man, whence comes that vacant stare?
Why do you wiggle in your chair?
Tut, tut, methinks I heard you swear,
Or was it just a muffled prayer?
Said he: "For jests I do not care,
I'm filling out my questionnaire."

—Rowell in *The Field Review, U. S. Bureau of Pensions.*

A Poet's Hope

My native Land. . . . A newer page
In the great record of the world is thine;
Shall it be fairer? Fear, and friendly hope,
And envy, watch the issue, while the lines,
By which thou shalt be judged, are written down.

—Bryant.

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The Jester's Page

Unanswerable

Harold Anderson, journalist, who has more than his share of reputation as an orator and story teller, is responsible for the following:

A tattered individual down South came to a river over which a colored ferryman operated a rowboat.

"I want to get across," said the tramp.

"Three cents, suh," replied the negro.

"I haven't three cents," was the reply, "but I certainly would like to cross that river."

"You wants to cross de river and yo' all ain't got three cents. . . . Well, suh, a man wot ain't got three cents is jest as well off on dis side ob de river as on de other."

"Cheese It"

Two brothers were being entertained by a rich friend. As ill-luck would have it, the talk drifted away from ordinary topics.

"Do you like Omar Khayyam?" thoughtlessly asked the host, trying to make conversation. The elder brother plunged heroically into the breach.

"Pretty well," he said, "but I prefer Chianti."

Nothing more was said on this subject until the brothers were on their way home.

"Bill," said the younger brother, breaking a painful silence, "why can't you leave things that you don't understand to me? Omar Khayyam ain't a wine, you chump; it's a cheese."—*Selected.*

Accuracy

Judge—What is your occupation, my man?

Prisoner—I am a bus-driver, my lord.

Judge—You mean you are the driver of horses attached thereto?

Prisoner—Yes, sir.

Judge—You are charged with hitting this man on the face. Did you do it?

Prisoner—Certainly not!

Judge—What did you do, then?

Prisoner—I hit him on the nasal organ attached thereto!—*Tit Bits.*

Simplified Spelling

What does Ghoughphtheightteau spell? Give it up?

Well, "gh" stands for "p" as in "hiccough"; "ough" stands for "o" as in "dough"; "phth" stands for "t" as in "phthisis"; "eigh" stands for "a" as in "neigh"; "tte" stands for "t" as in "gusitte," and "eau" stands for "o" as in "beau." Put them toether and you have "P-O-T-A-T-O."

Easy, isn't it?

They Couldn't Help It

Two friends met in the Strand the morning after an airplane raid.

"Any damage done your way?" the first asked.

"Damage! Rather!" answered the other. "Father and mother were blown clean out of the window. The neighbors say it's the first time they've been seen to leave the house together in seventeen years.—*New York Globe.*

Not on the Army List

An Associated Press dispatch relates the following: During the British advance on Jericho, an enemy shell struck an ancient tomb and revealed a skeleton. Investigation by the official archeologists connected with the British staff pointed to the skeleton being that of a historical figure, John of Antioch. Accordingly a cable was dispatched to the War Office in London: "Have discovered skeleton supposed to be that of John of Antioch."

The War Office replied: "Cannot trace John Antioch. Send identification disk."

Lam and Clamb

A Chicago man was walking through a foreign quarter of his city when, with an amused smile, he stopped in front of a small eating-place, on the window of which was painted in white, "Lam Stew."

Now the proprietor happened to be standing in the doorway, and when he saw the smile of the gentleman who had stopped in front of his place he asked to be favored with an explanation of the joke.

Whereupon the other explained about the missing "b" in "lamb," and the proprietor accepted the correction in good part, at the same time expressing his thanks.

When next the Chicago man passed that restaurant he found that the menu had been changed, but that the lesson in orthography had not been forgotten. The proprietor was now offering "Clamb Chowder."—*Harper's Magazine.*

Getting Instructions

"You have to be careful what you write," said the managing editor instructing the new editorial writer. "The boss is interested in gas, street railways and all that sort of thing."

"I suppose it is perfectly safe to jump on the Mormons."

"No, indeed, he owns a sugar factory in Utah."

"What would you suggest as a safe topic?"

"Well, you might write about the hookworms and the weather."—*Selected.*

Calling a Bluff

Among the advertisements in a local paper appeared the following:

"The gentleman who found a purse with money, in front of the Library last evening is requested to return the same to the owner, as he is recognized."

A few days later the reply was inserted: "The recognized gentleman who picked up the purse in front of the Library requests the owner to call at his house and it will be cheerfully returned to him."

Clinching His Job

During his first week at work in the crockery shop Sam had carelessly broken a large vase. On pay day he was called into the manager's office.

"Half of your $4 a week wages will be stopped," said the manager, "until you have paid for that $30 vase."

Sam grinned. "Well, sir," he remarked, "it looks like I'm sure of a steady job, anyhow."—*American Boy.*

Those Early Kings!

She was very charming—this nurse from one of the units of our Center. Like many visitors to France, she was seized with the desire for souvenirs, and, being of a practical turn of mind, decided to make the purchase of a pair of evening slippers. The intended deal was to be consummated at the *Nouvelle Gallerie*, and to simplify matters she had enlisted the services of an interpreter.

After some difficulty she succeeded in selecting a particularly attractive pair which, the clerk assured her, were known as the "Louis Fourteenth."

"They're awfully nice," she remarked, holding them admiringly to the light, "but a trifle too large. I think a 'Louis Thirteenth' would just fit me."

But the interpreter was kind and only smiled.—*The Martian.*

Only Two

The negro compositors in the government printing plant of the Panama Canal Zone have a passion for capital letters which has seriously annoyed their American foreman. Once, when General Goethals was still in charge at Panama, the foreman returned a marked proof to a colored printer for correction and said to him:

"Hereafter I want you to understand that you are not to capitalize anything but God and General Goethals."—*Ladies' Home Journal.*

Better the First Time

A man asked a friend, who was hard of hearing, if he would lend him five dollars to tide him over Christmas.

"What?" asked the friend.

"Will you lend me ten dollars?"

"Oh, yes," replied the friend. "But I wish now I had heard you the first time.—*Selected.*

In the Wrong Branch

"You've fallen out of line not less than five times; you should not be in this regiment at all," cried the instructor at the officers' training camp.

"Where should I be?" demanded the recruit.

"In the flying corps, and then you'd only have to fall out once."—*Pittsburgh Chronicle-Telegraph.*

Wigg—The last I saw of you Youngpop was talking you to death about his baby. How did you get rid of him?

Wagg—Oh, some fellow came along who had just bought an automobile, so I introduced them and made my escape.—*Philadelphia Record.*

The man of great financial prominence had met with an accident.

"We'll have to probe," said the doctor.

Just at that moment the man recovered consciousness and exclaimed:

"If it's a surgical operation, go ahead, but if it's another investigation, give me an anesthetic."—*Missouri Mule.*

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Higher Trolley Fares a Serious Menace to the Country

The raising of rates of fare on the electric railways means greater congestion of population, with all its attendant evils. The revenues of the companies do not increase in proportion to the increase in fare, and no interests are served. Communities should prevent rate increases if possible.

By JOHN P. FITCH

(In *The Survey*)

OF ALL THE higher prices brought about by the war, none have a greater element of danger to the country than the increased fares on the electric railways. The raise of a cent or two in the cost of a ride does not appear in itself a serious matter; and if this slight increase in expense were the only thing involved, there would be more excuse for the companies demanding higher fares and for the public service commissions granting the raises. The trouble lies far deeper, and it is because the broader aspects of the question have been so completely lost sight of in deciding so many fare cases that attention is called to the dangers involved.

EFFECT OF HIGHER FARES ON RAILWAY MANAGEMENTS

The plea of the companies, that the fare increases desired have been too small to be any real hardship, is to a certain extent true, especially in the case of munition and shipyard workers and all who have been obtaining exceedingly high wages. But in some cases, as in Massachusetts, the increases have not been a maximum of a few cents, but the demand has been for double, treble and even quadruple the original rates.

There might be less objection to higher fares if they really benefited either the companies or the public, but the companies, especially, have come out the worst in every way. This is chiefly because increased fares, in practically every case, have driven away so many passengers that the higher charges have brought in little if any more gross revenue than if the fares had never been raised at all. Some companies have experienced an actual loss. . . . Increased fares have almost universally failed to bring in anything like the expected revenue. As wages were often raised to a very high figure, with the expectation of paying them out of the additional money collected from the public, the practical failure of fare increases has been very serious.

Moreover, the effect of the campaign for higher fares on the companies has been very demoralizing. It has encouraged managements to believe that in the future they need not work hard to earn a return on their investment, as they could fall back on the public any time to produce the desired revenue. As a result there has been a very widespread neglect all through the war to operate electric railways economically. In few instances was there any need to raise more revenue, if the companies had only been far-sighted enough and had adopted the most up-to-date equipment and methods of operation.

HIGHER FARES NO BENEFIT TO THE PUBLIC

The public certainly has not benefited by higher fares. Promises made to improve service and equipment could not be carried out when the expected revenue failed to materialize.

. . . . . .

The real menace of higher fares, however, is still more serious. It isn't the cost of a few cents extra a day, but the danger of checking the healthy growth of all our cities by tending to make people move inward instead of outward; to live in tenements and apartments instead of in single houses; to abandon the fundamental idea of the spread-out American city in favor of the congested European type, from which we have been working so long and so hard to get away.

. . . . . .

For years, our electric railways have been one of the most useful factors in promoting healthy living conditions. The American railway manager has rightly boasted of the superiority of our street railways over those in Europe; the advantage of our cheap flat fare; our network of lines enticing people out into the suburbs; our exceptionally long rides for five cents; our principle of building electric lines in advance to spread out the population, instead of using them to make money out of congested cities. Now, at a most critical period, when house building has been stopped, and there is the most favorable opportunity to check the tenements and encourage the suburban home, the whole policy of the electric railway has been changed and the movement for higher fares is spreading its blight all over the country.

. . . . . .

COMMUNITIES MUST ACT PROMPTLY IN SELF-PROTECTION

England today, spurred by the effects of bad housing on the physical condition of the soldiers, is making transportation and the spreading-out of the cities a national question of the first importance, and is adopting the ideals of the American electric railway to get the population out of the slums into the light and air of the country. While our country, after setting the example to Europe, is now tending straight towards more congested cities, if the electric railways have their way; and, since higher flat fares have failed, our managers are now planning to adopt the vicious zone system of Europe, which only recently they were the loudest to condemn. . . . The situation is serious; unless something is done to check the movement toward higher fares, and especially towards zone fares, all the good influences towards healthier living, better housing and the spreading out of the cities, may be neutralized by the selfish and unnecessary movement for high fares. *The thing to do now is for every city and town where the fare has not been raised to resist to the limit any pleas, petitions or threats of the companies to raise fares; to go to the courts to try to prevent breaking of municipal contracts; and to try to show to the public service commissions that health should come before profit, that fare increases are unjust, ineffective and unnecessary, and that electric railways should be used to spread the population out.*

Communities where fares have already been raised should start on a campaign at once to get fares reduced to their former basis. If the companies are unwilling to earn their living at a fair price, as most of them probably will be, then the public should begin the necessary steps to take over the lines at a decent price, and no more, and to operate them for the public good and not for private profit. Service-at-cost settlements, now so much sought after by the companies, should be avoided above all. They neither give the public sufficient control, nor provide sufficient incentive for companies to operate economically, and they are based on the fundamentally wrong theory that higher costs can be met by higher fares.

There will never be any real solution of our transit problems until we have followed the British example and recognized the principle that transportation is a public function that cannot be delegated to any private interest.

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The Nolan Bill in the House

How the Members of the House view the proposition to establish a minimum wage of three dollars a day for civilian employees of the Government. The discussion of the Nolan bill, most of which is reproduced below (from the *Congressional Record* of July 9), throws a clear light on the attitude of the House toward this measure of progressive legislation.

THE NOLAN Minimum Wage bill, which passed the House in the Sixty-fifth Congress with virtually no opposition, came before that body again July 9 (Calendar Wednesday), in charge of its author, Representative John I. Nolan of California, of the Committee on Labor. Most of the day was devoted to the discussion of the measure, which is given below abridged by the omission of unessential matters.

Mr. NOLAN. Mr. Chairman and gentlemen of the House, this bill is a minimum-wage bill to fix the compensation of certain employees of the United States. It provides for $3 per day minimum wage, 37½ cents an hour for an hourly wage, $90 a month if employed by the month, and $1,080 if employed by the year.

Mr. MADDEN. How much less is that than what they are getting now?

Mr. NOLAN. This is in some instances considerably more than they are now receiving. Those who are getting more than this rate, of course, it does not affect.

Mr. MOORE, of Pennsylvania. This is more than the scrub women now get?

Mr. NOLAN. Thirty-seven and a half cents an hour is a little more than they now get, minus the bonus.

Mr. MOORE, of Pennsylvania. I wanted to ask the gentleman, because I do not think the question was raised when the bill was up before, whether the passage of this bill would mean that the scrub women about the Capitol—hard-working women, and we want to see them paid—would receive $3 a day and be paid on the per diem basis?

Mr. NOLAN. If they perform the regular day's service in the District of Columbia or at the Capitol of seven hours they would receive $3 per diem. Less than the regular day their hourly rate would be 37½ cents per hour.

Mr. MOORE, of Pennsylvania. And that would apply to the scrub women in the House Office Building?

Mr. NOLAN. Yes; they would get 37½ cents an hour; they do not work full days.

Mr. MOORE, of Pennsylvania. That would apply anywhere throughout the country with respect to Federal employees?

Mr. NOLAN. Precisely.

This bill excludes from its operation persons enlisted in the military or naval branches of the Government and employees in the Philippine Islands, in Porto Rico, the Territory of Hawaii, the Territory of Alaska, and the Panama Canal Zone. It does not apply either to persons holding appointment as postmasters, as assistant postmasters, rural carriers, postal clerks, carriers in the City Delivery Service, or railway mail clerks. This provision was inserted in the bill on the floor of the House when it passed at the last Congress, at the instance of the Committee on the Postoffice and Post Roads, all of the employees of the Postal Service being legislated for in the Postoffice Appropriation Bill. There is a provision also that the bill shall apply only to those persons who have attained the age of 18 years. That is the age when they generally go into the classified civil service. Within the last two or three months the Civil Service Commission has let down the bars for certain employees, stenographers, and typewriters. They are now being employed at the age of 16. Those employees would not receive the benefits of this bill.

There is a provision in this bill that in case of an employee receiving quarters and subsistence in addition to his compensation the value of such quarters and subsistence shall be determined by the head of the department and compensation of such employees, plus the value of quarters, and subsistence shall in no events be less than the rates fixed by this act. In the Life-Saving Service, the Coast Guard Service, in the Indian Service, and in other government activities men are employed and are receiving subsistence and quarters, or subsistence or quarters, and this provision of the bill would permit of their receiving the benefits of the bill, so far as the money end of it is concerned, but consideration must be given to the value of the quarters and the subsistence given them. This bill passed the House in the last Congress in September by a vote of 252 to 16. Since that time it has been amended so that the act will take effect immediately on the passage rather than in the beginning of the fiscal year following the passage of the act.

Mr. HUMPHREYS. Does this refer to the employees of the House?

Mr. NOLAN. With the going on the rolls now; yes. It is my understanding that it will.

Mr. HUMPHREYS. Would that require that a clerk should get at least $3 a day?

Mr. NOLAN. Exactly. If employed by the day they would get that amount, and if employed by the month, $90 a month.

Mr. HUMPHREYS. They would come under the provisions of this bill?

The Nolan-Kenyon Minimum Wage Bill

A bill (H. R. 5726) to fix the compensation of certain employees of the United States

Be it enacted, etc., That after the passage of this act the minimum compensation of any person employed by the United States or by the government of the District of Columbia shall be not less than $3 per day; or if employed by the hour not less than 37½ cents per hour; or if employed by the month not less than $90 per month; or if employed by the year not less than $1,080 per annum: *Provided*, That persons employed on a monthly or annual salary basis and who regularly perform less than a full day's service shall receive compensation at the rate of not less than 37½ cents per hour; *Provided further*, That the provisions of this act shall not apply to persons enlisted in the military or naval branches of the Government nor to the employees in the Philippine Islands, Porto Rico, the Territory of Hawaii, the Territory of Alaska, and the Panama Canal Zone, nor to persons holding appointments as postmasters, assistant postmasters, rural carriers, postal clerks, carriers in the City Delivery Service, or railway mail clerks: *Provided further*, That the provisions of this act shall apply only to those persons who shall have attained the age of 18 years: *And provided further*, That in the case of an employee receiving quarters and subsistence in addition to his compensation, the value of such quarters and subsistence shall be determined by the head of the department, and the compensation of such employees, plus the value of quarters and subsistence, shall in no event be less than the rate fixed by this act.

SEC. 2. That upon the passage of this act the heads of departments in which are employed persons as defined in section 1 of this act shall issue new appointments at the increased rate of compensation herein provided.

[NOTE.—*Section 2 was subsequently stricken out on motion of Mr.* CANNON *of Illinois.*—EDITORS.]

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Mr. NOLAN. Yes; I think if we legislate generally and fix a minimum wage for the rest of the government employees we ought to be consistent and make that minimum wage apply to our own.

Mr. HUMPHREYS. Undoubtedly, but I want to know whether this provision that was permissible under the resolution which we passed the other day in respect to the $3,200 for clerk-hire allowance would be limited or affected by this bill?

Mr. NOLAN. I think it would be affected to this extent, that the second clerk could not be employed for less than $90 a month, or, if employed by the day, for less than $3 a day.

Mr. LONGWORTH. What became of this bill after it passed the House last September?

Mr. NOLAN. It was referred to a subcommittee of the Senate Committee on Education and Labor. They held an investigation and hearings upon it. The chairman of that committee attempted to get an up-to-date estimate of the cost and number of employees who would be affected under the bill, but due to the fact that there was such a great turnover in the Government with this class of employees, Senator JONES, of New Mexico, who was chairman of that subcommittee, was unable to get accurate information from the various officials.

Mr. LONGWORTH. So the bill was never reported to the Senate?

Mr. NOLAN. No.

Mr. LONGWORTH. And the Senate has never acted upon a similar bill?

Mr. NOLAN. Not to my knowledge.

Mr. KREIDER. I would like to ask whether the bonus of $20 per month or $240 a year paid to government employees would apply in all cases—that is to say, does that apply to those who are working by the hour and by the month or by the day? Is there any distinction?

Mr. NOLAN. The ruling of the Comptroller of the Treasury is to the effect that the bonus can be applied by the day, the month, or by the hour. If it goes by the year it is $240, by the month, $20, and by the day, after the 1st of July, 80 cents a day, on the 30-day basis.

Mr. HAUGEN. A number of the employees are now receiving a salary of $480 a year—for instance, charwomen. Will they have to be advanced to $1,080 now?

Mr. NOLAN. The bill provides that persons employed on a monthly or an annual salary basis and who regularly perform less than a full day's service shall receive compensation at a rate of not less than 37½ cents per hour.

Mr. HAUGEN. We have many employed at $600 or $700, many of them students, and who seem to be satisfied with the salary they are receiving.

Mr. NOLAN. If they are 18 years old and they are performing full day's work, they will receive——

Mr. HAUGEN. In addition to the $1,080, will they receive a bonus of $240?

Mr. NOLAN. Yes. I understand the committee on classification is to settle the question about the bonus.

Mr. SABATH. This is similar to the bill that was passed in the last session?

Mr. NOLAN. Yes; with several amendments.

Mr. SABATH. What are they?

Mr. NOLAN. The first amendment is that the bill becomes effective immediately upon its passage.

Mr. SABATH. That improves the bill.

Mr. NOLAN. The second amendment is that to those who are receiving subsistence and quarters proper allowance will be made for subsistence and quarters, and they will be paid, considering subsistence and quarters, not less than the rate provided for in this bill.

Mr. SABATH. So that amount would be deducted?

Mr. NOLAN. The proper allowance, if they be allowed subsistence worth $25 a month, that they be paid $25 a month less than the amount provided in this bill.

There was an age limit in it, and that has been reduced to 18 years. Those are the changes in the bill from the way it passed in the last Congress.

Mr. BLANTON. As to the char employees who are employed by the month, and who render seven hours' service a day, under this bill such char employees as are working by the month and ordinary messengers and porters who sit at the doors of the various departments throughout the working day, and all such employees, will receive $90 a month?

Mr. NOLAN. That is true.

Mr. BLANTON. Now, in addition to the $90 a month, they will also receive the $240 bonus a year?

Mr. NOLAN. That is true.

Mr. BLANTON. Which will cause all the messengers, char employes, working by the month, seven hours a day, and these ordinary porters who sit at the doors to get $120 a month from this Government? That is true, is it not?

Mr. NOLAN. Yes. They will all be in line, although there is probably a good deal of abuse in the government service. It seems to me that we have in some of our departments a surplus of certain kinds of employees, and this question could be settled by the heads of the departments. That is purely a matter of administration.

I am not in favor of providing soft berths for anybody. Everybody should perform a full day's labor for the Government. The principle of this bill is to establish a minimum wage. Anybody who knows anything about living conditions and the cost of living will agree that any man or woman who works for a living, no matter how menial their position may be, is entitled to receive a living wage.

Under present-day conditions and in the larger cities of this country, especially in Washington, $90 or $100 or $110 per month, where the employee performs a full day's service, is not more than enough to keep body and soul together, let alone to provide a good living.

Mr. JONES, of Texas. There are no people engaged in the classified service that are included in this bill?

Mr. NOLAN. In the Postal Service only what they call the City Delivery Service and postmasters. The only postal employees included here are the postoffice laborers.

Mr. JONES, of Texas. Are there any others in the classified service?

Mr. NOLAN. Oh, we take in everything in every other department.

Mr. CANNON. The cost of living has advanced one and three-fourths as against one?

Mr. NOLAN. Yes; over that.

Mr. CANNON. Over that. Now then, this bill is passed on account of the increased cost of living. When pork comes down, when bacon is bought for 8 cents, and pork at 5 cents, and wheat at less than $1; in other words, when a dollar will buy as much of everything substantially as $2 will now buy, is there any possible prospect that the compensation of labor will be reduced?

Mr. NOLAN. In answer to the gentleman from Illinois, I will say that I took up this very question in the last Congress. I very well remember when the gentleman from North Carolina [Mr. KITCHIN], who was then chairman of the Committee on Ways and Means, speaking on the bond bill, called attention to the fact that this country would have, even after the armistice and peace were signed—in those days we did not talk about armistice, but we talked only about when peace would come—he predicted that this country would have to raise annually for a number of years from $4,000,000,000 to $5,000,000,000, and in the same speech he spoke about 50-cent corn and $1 wheat and 10-cent cotton. I called his attention to the fact that it would be impossible for this country to get back to 50-cent corn and $1 wheat and 10-cent cotton. That was before the armistice was signed. I asserted that 4 or 5 or 6 or 8-cent pork would not become a fact so long as we had to raise in taxes annually $4,000,000,000 or

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$5,000,000,000. The taxes which this great Government is called upon to raise will naturally reflect themselves in the prices of the staples of life, and so long as the staples of life are high the cost of living will be high. There is not a man on this floor or in the world who can predict the time when we shall get back to 50-cent corn or $1 wheat or 10-cent cotton, and I do not know of a man on this floor who in his heart wishes that those days will ever come back to this country.

Mr. CANNON. If the gentleman will permit, I think the time will come, perhaps not in my day, but in the gentleman's time, when he will still be a Member of this body, when the purchasing power of a dollar will be doubled. Would the gentleman then advocate a reduction of wage if such a thing could happen? [Applause.]

Mr. NOLAN. I do not think reductions in wages are for the benefit of the country, especially where the Government is the employer. Undoubtedly if that condition comes wages must fall. They certainly will fall in private employment, notwithstanding every effort that is made to resist it.

Mr. CANNON. The Government now fixes the prices of certain products, notably of wheat, and during the war period it fixed other prices. Does the gentleman anticipate that the Government will fix the prices on all articles, or will the time come, when the whole world is producing, when the value of the dollar in its purchasing power will increase, and if so, should not everything correspond to that?

Mr. Nolan. I have never been in favor of the Government fixing a minimum price, and I doubt the advisability of the Government fixing a maximum price. I think the best course to pursue would be to let the natural law of supply and demand regulate prices. I think there would then be more general satisfaction. But I think—and I think every other Member of this House agrees with me—that when we looked during the last Congress for wheat to go down to $1 or $1.50 everybody was fearful that the guaranteed price would not be met, and accordingly we provided a billion dollar guaranty fund. The farmers wanted it. We obligated ourselves to have a fixed price for three years. The farmer wants to have the same opportunity that every other human being has in this country to get all that he can, unrestricted, and the price set on wheat is the only fixed price that the Government has set, and the farmers of the country do not feel happy under it.

Mr. CARTER. I want to call the gentleman's attention to a fact that he probably already knows, that one of the principal food products has already gone down to a large extent to the prewar conditions of the country, and that is beef. The price of beef on the foot now is from $20 to $40 less per steer than it was during the war period.

Mr. NOLAN. If the gentleman reads the statistics, he will find that as beef reaches the consumer there is no such reduction as $20 on the beef on the hoof or a less price per pound. On the contrary, it is going up.

Mr. CARTER. The producer is getting $20 to $40 per head less than he did.

Mr. NOLAN. But the consumer is not getting the benefit of it, and no government employee or any other employee can look forward to the time when he can buy more cheaply unless retail prices are cheaper.

Mr. CARTER. If the wholesale prices continue to be $20 to $40 per head less than they were, naturally the retail price of the product must come down.

Mr. NOLAN. I think my friend from Oklahoma will agree with me that there are certain institutions in the country which control that situation. We have tried here, through investigations and through other methods to solve that difficulty, but we do not seem to be able to do it, either by legislation or regulation. It goes on and goes on and goes on. The producer is not getting any more, and the consumer is paying more, or is not getting it for any less.

Mr. CARTER. The producer is getting less by $20 to $40 per head. Now, I want to ask the gentleman if he has made any figures as to the additional cost which this legislation will entail upon the Government in a general way?

Mr. NOLAN. In the Sixty-fourth Congress we got some figures that were accurate and up to date at that time. Since that time we have tried to get them, but with the confusion in the government departments here it seems impossible to get them; that is, to get figures which are down to date. Senator JONES tried to get those figures. In 1914 there were 66,286 employees throughout the country and in the District of Columbia who would have been benefited, and the estimated additional cost at that time was $25,004,206. Since that time District of Columbia employees to the number of 3,812 have received increases in compensation, and they are put on the same basis as employees in the navy yard, who get the benefit of the Macy award, and will not get any benefits under this bill. I would say that probably 40,000 employees would be near the number of men and women throughout the country who would be benefited, and the approximate increase in expense will be not more than $15,000,000 or $16,000,000.

Mr. TEMPLE. Are there not now many government employees who are receiving $65 or $75 a month?

Mr. NOLAN. Thousands of them. All of the employees in the custodians' force throughout the country, in the public buildings, large and small, the firemen, elevator attendants, laborers, watchmen in the customhouse force throughout the country are getting from $65 to $75 a month.

Mr. TEMPLE. By what authority is the rate of their pay fixed?

Mr. NOLAN. By legislation passed in 1854.

Mr. TEMPLE. Then the question seems to be, not whether $3 a day or $90 a month will be right 10 years from now, but whether $65 is right now?

Mr. NOLAN. That is it.

Mr. TEMPLE. The wages are fixed by law, and it seems to me we ought to fix them right.

Mr. NOLAN.. We cannot change them on an appropriation bill without bringing in some sort of legislative rider protected by a rule.

Mr. BLANTON. Mr. Chairman, I am going to be one Member of Congress to vote against this bill, although I may be by myself in doing so. I am going to do this advisedly. If you go down here to the War Department, you can hardly walk down one of the corridors without stepping on the feet of the numerous negro porters who sit at the entrances to the outside rooms that lead through two or three other rooms to where the chief of some department whom you may be seeking can be found.

Hundreds of these negro porters idly sit in the halls at the numerous entrances in the various departments and bureaus of this Government, rendering absolutely no service of any value whatever to this nation. If they were white men, I would make the same criticism, but I mention that they are negroes because all of said porters are negroes.

They wear out the expensive carpets in the halls, they assimilate the breeze from the electric fans, reduce the quantity of ice water in the District of Columbia, and under this bill will draw not $90 a month, but $110 a month for doing nothing, because all will get the $240 bonus. Every one of them ought to be put out of their jobs, because they are useless jobs, worth nothing to this Government, and such waste and extravagance should stop, yet they will get $110 a month for being on the job seven hours a day, six days a week, with one month vacation on full pay in each year, enjoying all of the extra holidays and special privilege days that we have in the District of Columbia, and

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the extra 30 days' sick leave on full pay generally allowed. There are hundreds of charwomen working in the various departments of this Government today who are supposed to put in seven hours, lots of them at night, hired by the month, who will receive $110 a month for seven hours' work, six days in the week, and getting their month vacation on full pay every year, and they will come and hire out to you to be your cooks and charge you $75 or $80 a month in addition, and you have to pay that to get one to cook for you part of the time four or five days each week. If you do not pay that you will take your family to a hotel or do your own cooking.

There are lots of ordinary messengers in the numerous departments who will be drawing $110 a month under this bill for 7 hours' work a day, 6 days in the week, receiving their 30 days' vacation each year on full pay and their additional 30 days' sick leave on full pay. The people are paying for all this.

The time is coming some day when the people of this country are going to call a halt, and if we Members of Congress do not do it we are going to see more new faces in these seats in the future than we have seen in the past.

The war is now over. We will soon return to normal conditions. We must awake and use practical common sense. Why, many bank clerks and even assistant cashiers of banks in my district do not receive more than this $110 per month we are proposing to give janitors, porters, charwomen, messengers, and elevator boys. The people are going to get tired of it; they are tax burdened too much now. These proposed wages are out of all reason. They are out of all proportion. No wonder we have over 100,000 negroes in Washington. This is certainly the place for them. If I were one, I would live here.

Talk about the postmasters not being in the bill because they are cared for in other legislation. Why, under this bill negro janitors, watchmen, and messengers in a postoffice will get more than the postal clerk and even many postmasters themselves. I will tell you how the fourth-class postmasters are cared for. I have some third and fourth-class postmasters in my district who work 16 hours a day and they do not get $75 a month. That is true and you know it. Do you know why they are not cared for in this bill? I will tell you, because they do not belong to a union. That is the reason. We are not afraid of them. If they did belong to a union, my good friend from California would never have overlooked them.

Mr. SABATH. Why do you not get them to join?

Mr. BLANTON. I am not against unions if they obey the law, but I am against the unions running this Government. I will tell you, gentlemen, we have got to use a little common sense in this House when passing on these matters. It is something we are not using right now. It is not common sense to give these useless, idle negro porters, charwomen, and messengers in the various departments of the Government $110 a month for doing absolutely nothing of value to anybody, and you know it as well as I do. You send one of your good women from one of your districts down to one of these departments and these porters are a hindrance to them. It takes 15 minutes to get past one of them into merely the outer chamber, so great is their importance at the outer door, and they are a hindrance to the transaction of the government business.

Mr. RICKETTS. What remedy would the gentleman suggest to get rid of these messenger employees?

Mr. BLANTON. I am not talking about that now, but we ought to get rid of at least half or two-thirds of them.

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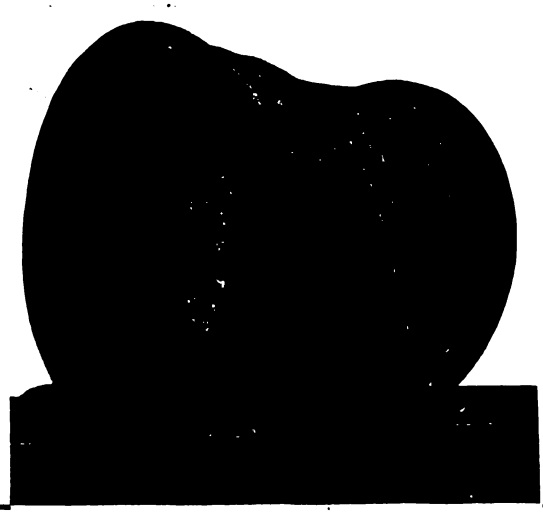

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Mr. RICKETTS. Does not the gentleman think that the department heads ought to weed them out?

Mr. BLANTON. No; the department heads will never weed them out, whether they are Democrats or Republicans, for they all love to be waited on by negro flunkies. You will have to do it in this House; you will never get the departments to weed them out. As long as our departments are organized under the old system existing for the past 50 years or more, no such reform will be made by department heads. But Congress must do it. Now, employees want to get as much as they can and do just as little for it as they can. There is no such thing as efficiency prevailing now. It is not even recognized when it exists. If the doctor in your district does not attend to his patients properly, he loses his patrons. The lawyer must be able to deliver the goods in the court house or they will quit employing him. A merchant must successfully compete by giving as much or more for the money or he fails and goes out of business. The banks have to meet competition or they go out of business. There is no competition in efficiency in these departments. They hold the jobs by means of the civil service.

Mr. ANDREWS, of Nebraska. Mr. Chairman, the number of employees in the departments should be measured by the absolute needs of the service. The heads of the offices in the departments are expected to apply that rule. We know that they are closely and carefully examined from time to time by the Committee on Appropriations. Glancing at the tabulations given on pages 6 and 7 of the report I note the number of employees and the estimated increase of compensation. I note on page 2 of this bill the exemption of persons in the military and naval service, in the Territories and Panama, postmasters and assistant postmasters, rural and city carriers, and railway mail clerks. I see no valid reasons for making those exemptions while the others tabulated in the report remain in the bill. There ought to be a square deal with reference to employees in all branches of the service, especially with those that must endure exposure and risk in all kinds of weather.

Let us observe for a moment the suggestion of the gentleman from Texas [Mr. BLANTON]. He told you it was quite impossible, at least at times, to find the way to the officers in the departments, because of a multitude of useless messengers in the hallways. I am not prepared to deny that proposition without going with him and viewing the conditions to which he refers. The responsibility for any excess employees in those

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places must rest primarily with the heads of the departments and the officers there concerned, and Congress must necessarily rely upon them for the information that leads to the appropriations in these various bills. Let me tell you this, that after viewing departmental conditions under Republican and Democratic administrations alike, I am sure that the gentleman from Texas has drawn heavily on his imagination and not upon facts. With reference to that matter let me say that those messengers are called to their places of service an hour in advance of the opening of the offices. They are detained for a considerable time after the office is closed. They are held on duty subject to call. Some days they may spend every hour or every minute in work, and some days they may have a few leisure hours. That question can be measured only by the heads of the departments and the chief in charge of the office or the division. But I challenge here and now the allegation that they have, as a rule, in these departments this overplus of service to which our attention has been directed. Surely we want to be cautious along the practical line of business, particularly at this time.

Let me add one more point. I know from actual observation that a very large majority of the men and women in these departments are doing their duty there just as well as you and I are doing our duty here, and we should not engage in this wholesale malediction in regard to their work. This kind of challenge throws a spirit of nervousness into the midst of the working forces of the departments and reduces efficiency and never increases it.

Mr. SMITH, of Michigan. Mr. Chairman, we have listened to some violent remarks by the gentleman from Texas [Mr. BLANTON], who is probably a great reformer and economist in his way. A day or two ago an open letter came to our desk—I think to the desk of every Member of this House—and I want to read to the committee the great economies expressed by the gentleman in a bill which he filed, dated May 19, 1919, to pay to each Confederate soldier and to the widow of each Confederate soldier $1,000 and the further sum of $25 a month during their natural lives. It provides as follows:

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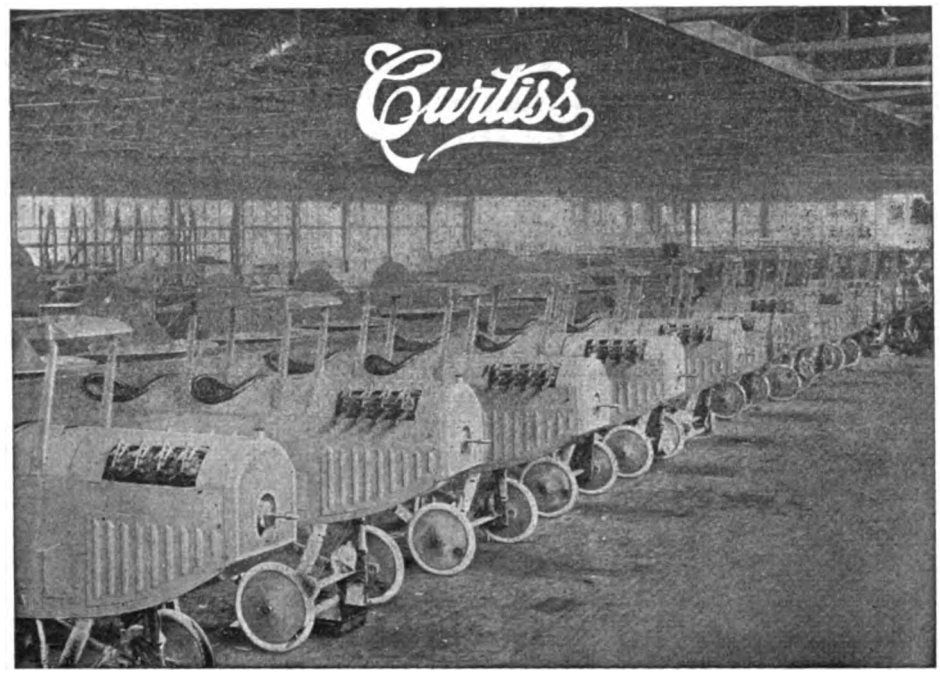

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money to any great extent. Not only that, but he declares as a good Representative from the Rio Grande that he would not vote for such a bill as this bill is. If you turn over to the CONGRESSIONAL RECORD of September 24, 1918, only nine months ago, I will read to you a little article found there to show whether he stands here as the sure, absolute, only unalloyed, and purified economist, and what there is about it. I am not complaining about it, but what about his consistency here? I read you a little of his attitude nine months ago upon this very same bill, as far as the cost is concerned.

It is changed from 20 years to 18 years. I read from page 11634 of the CONGRESSIONAL RECORD of September 24, 1918:

Mr. BLANTON rose.

The SPEAKER. For what purpose does the gentleman from Texas rise?

Mr. BLANTON. To make a motion to recommit this bill back to the Committee on Labor, with instructions to report it back forthwith with the following amendment: On page 2, line 1, after the colon following the word "hour," insert the following——

Mr. NOLAN. Mr. Speaker, I make a point of order.

The SPEAKER. Is the gentleman from Texas opposed to this bill?

Mr. BLANTON. I am not.

And among the names of those who voted at that time, and the vote was almost unanimous, for this bill, right up near the top of the column, is the name of my good friend from Texas [Mr. BLANTON]. That was his position on this bill at that time, and now he says he will vote against this bill whether there is another vote against it or not. What has come over the gentleman?

Mr. BLANTON. I will ask the gentleman if my motion to recommit would not have perfected the other bill in several very important ways, and I will ask him further if this bill is not a changed bill in three different particulars and carries with it a bonus of $20 a month that the other bill did not carry?

Mr. SMITH, of Michigan. The bill does not carry a bonus of $240. And I think your motion would have made the bill a great deal worse.

Mr. NOLAN. The last bill carried with it $120-a-year bonus.

Mr. SMITH, of Michigan. If the gentleman from Texas will allow, of course, he presents a very convincing argument here, and he presented it very forcefully, to the effect that this bill is among those extravagant ones that he would not vote for in any way; and in order to show his inconsistency I only want to call the attention of the House to the fact that the gentleman did vote for such a bill, and a similar bill, and for the identical purpose of fixing a minimum wage. And

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he did it rightly. I will tell him why. We took testimony for two or three days and a splendid array of witnesses came before the committee. All of them appeared in favor of the bill, and not a person appeared against it. We inquired of those who were present if they had any opposition to it, and there was not a witness against it. Has any Member ever received a letter in opposition to this bill? Certainly not.

I will tell you that this bill will keep some of these people from starvation. There are two ways of keeping your employees. I have employed help during my short earthly career to some extent. When I get a good man he does not have to follow me around and ask me to pay him a little more and threaten to quit if I do not. I pay him more if he is worthy and he does not quit. And the Government can do the same thing. The Government can pay a proper sum to its employees. It can be the model employer.

Mr. MILLER. What is the philosophy in exempting Federal employees in the District of Alaska from the benefit of this?

Mr. SMITH, of Michigan. I do not know. The question was not raised before the committee.

Mr. NOLAN. The fact of the matter is that the amendment exempting the Territory was put in at the instance of the War Department, but the bill will not affect the employees in the Territory of Alaska, because they all receive above the sum required.

Mr. MILLER. What was the philosophy of the request of the War Department, then?

Mr. SMITH, of Michigan. In relation to what happened in connection with this bill, here is the testimony of Mr. Steward, who is president of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, of Washington, D. C., a very learned and cultured gentleman, holding a high and responsible position. He was asked by a member of the committee:

Mr. MACCRATE. Of course, when you say a starvation wage, less than $3 does not mean relatively a starvation wage?

I might also say that one of the witnesses who appeared before that committee said that when a little child of one of their co-workers in one of the departments down here died, they had to take up a collection to buy a little coffin for it.

Now, I call your attention to this further statement of Mr. Steward in reply to the question of Mr. MACCRATE, a member of the committee:

Mr. STEWARD. I mean less than that is a starvation wage in that in order to keep soul and body together it is necessary to live below the standards that any American citizen should live; necessary to work longer hours than we in this country feel

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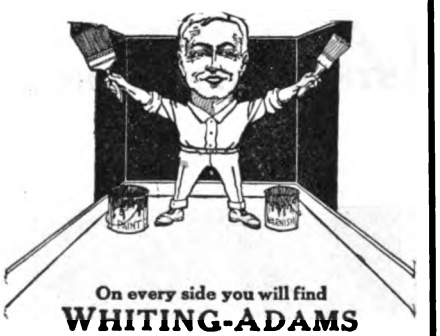

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is proper, not only for the benefit of the present generation, but for those to come. It is necessary to seek outside employment, necessary to go into debt with no prospect of getting out of debt, necessary to take children out of school, to evade the compulsory-education laws, necessary for all the members of a family to work and do all of those things that tend to lower our standards and to vitiate what we have always felt in this country should be an example to the world of the condition of our citizenship.

We are not fixing the wage here, if you please, gentlemen, of just one person alone. We are allowing a man a sufficient wage by which he can earn a comfortable living for himself, and so that he can support his wife and children. The Government is paying less wages than any firm in the United States for similar work.

They talk about these men down here. We have a wage-adjustment committee at work now, and if there is such a person as the gentleman from Texas [Mr. BLANTON] mentions, he ought to be relieved from that position. If a man does not work, the Government should dispense with his services. If no work is given him, I would not think it is wholly the man's fault. He is employed, and, if employed, he is entitled to a remuneration sufficient to live on at least. I am talking about a man who works. The man who works is entitled to a living wage in these United States of America.

So we ask you to pass this bill. We say it is a wholesome one. It is a bill that affects the very people that are usually ignored, the lowest-paid employees of our Government. They have nobody in particular to speak here for them. These men who are getting the least wage of any person employed by the Government ask you to vote for this bill.

Mr. MILLER. I would like to ask the gentleman a question, which I attempted to ask him a few moments ago. What is the philosophy of exempting federal employees in the Territory of Alaska? And what is the philosophy of exempting the rural mail carrier? If a mail carrier in the city of Washington gets the benefit of this law, why not the mail carrier in the gentleman's district and in mine?

Mr. SMITH, of Michigan. Let me tell the gentleman about the philosophy of it. I am in favor of his philosophy. I am in favor of the rural carrier getting the benefit of this bill, and I am in favor of the federal employees in Alaska getting the benefit of this bill. The reason given for exempting the rural carriers and the letter carriers, I am told, is that they are provided for in the bill filed by the Committee on the Postoffice and Post Roads, and that committee asked that they be given the right to fix the salaries on those particular employ-

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ments, and they came in here with a motion, and it was carried by the Members voting at that time and put through. The federal employees in Alaska have their wages fixed by statute in the same way by the membership of this House, and if the postoffice employees and rural carriers and employees do not get as much now as they would under this bill, I am in favor of giving it to them.

Mr. GOOD. The gentleman from Texas [Mr. BLANTON] made the statement a few moments ago—and I understand the gentleman from Michigan confirmed the statement—that the compensation as provided for in the bill did not include the $240 per year additional compensation. Is that correct?

Mr. SMITH, of Michigan. No. I understand they draw the $240 bonus in addition to the provisions in the bill.

Mr. GOOD. I would like to ask somebody who is familiar with the bill where they provide any provision of that kind in the bill that we are now considering, that the $240 additional compensation is not a part of the compensation of an employee of the Government?

Mr. BLANTON. It is a question of law.

Mr. SMITH, of Michigan. It is a ruling put upon the construction of the law that all federal employees drawing less than $2,500 get the bonus, but I would not be too sure about that.

Mr. BLANTON. They are employees of the Government on the roll, and every employee of the Government on the roll ipso facto automatically gets $240.

Mr. GOOD. That is part of his compensation, then?

Mr. BLANTON. Yes.

Mr. FIELDS. Under the law would a janitor in a postoffice receive greater compensation than most of the postal clerks?

Mr. SMITH, of Michigan. If they do, that would be wrong. I do not think they would. This is to fix the basic pay.

Mr. FIELDS. It seems to me as the bill is drawn it would pay to the janitor a greater compensation than is paid to a majority of the postal employees.

Mr. SMITH, of Michigan. That is, leaving the pay of the postal clerks as it is now and letting the janitors have the benefit of the bill?

Mr. FIELDS Yes. The salary of the janitor under the bill as it is drawn would be a greater compensation than that of the clerk. I think that ought to be corrected.

Mr. SMITH, of Michigan. This fixes the basic pay, and they both would be entitled to the increase under it, providing they were now re-

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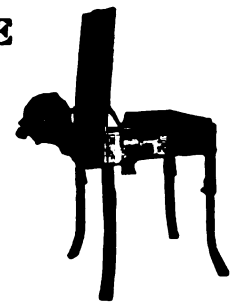

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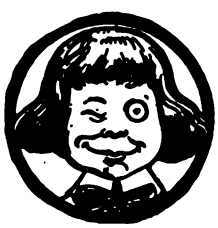

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Mr. SABATH. Mr. Chairman and gentlemen, I am indeed pleased to hear from the gentleman from Maine [Mr. HERSEY] that the Republican Party has agreed upon a program for labor legislation, and I hope that they will not forget in the future as they have in the past the promise which he has made for the party. At the same time I do not know whether the gentleman from Texas [Mr. BLANTON] is speaking for anyone else on the Democratic side than himself. I know that he is not speaking for the Democrats that come from the East, the North, or the West, and I am just as certain that he does not speak for the Democrats from the South. I know that the great majority of the Democrats are in favor of legislation that will be beneficial to the laboring people of this country.

I am pleased to say that twice before I had the pleasure and satisfaction to work and to vote for similar bills. I believe it is legislation in the right direction. Some so-called friends of labor are fearful that $3 is too much for a day's work. I never as yet have heard of anyone anywhere earning $3, $4, or $5 a day who became dangerously rich or whose name can be found among the 14,000 newly made millionaires. You gentlemen from the rural districts of the North are solicitous that the farmer should get $2.20 for his wheat; others of you from the South are very solicitous that you receive from 30 to 40 cents a pound for cotton; those of you from New England are very solicitous that the woolen, cotton, or textile manufacturers receive from two or three hundred per cent more for their fabrics than before. But whenever the question of increasing the wage of labor comes up we always find those who will make promises for the future with no intention to fulfil them, and others who object to any proposition that has for its aim to improve or to benefit the cause of the wage-earner. Therefore I am pleased to learn that the Republican Party has agreed on a program to do justice to labor. To me it is not surprising that in the same breath the gentleman speaking for that party states that justice will also be done to capital.

I feel that capital has reasons that its own party will look after its interest, but I doubt that labor has so much confidence in the party that has for so many years failed in all its duties and promises to the wage-earners of America. I know that even you gentlemen on the Republican side will be obliged to agree with me when I say that the Democratic Party whilst in power has enacted more favorable legislation in the in-

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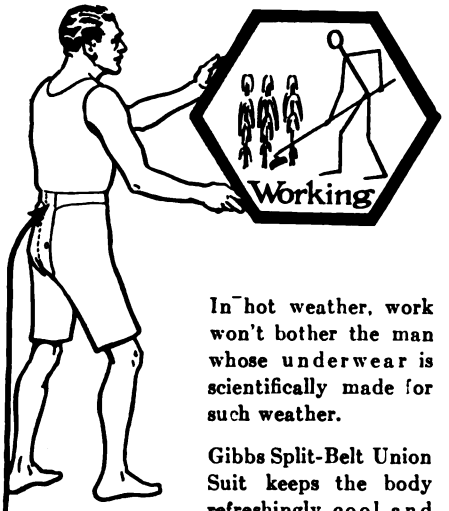

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terest of labor than the Republican Party has during its entire existence, the views of the gentleman from Texas [Mr. BLANTON] notwithstanding, who, however, as I said before, does not speak for anyone on the Democratic side but himself. This legislation, I again repeat, is in the right direction. These people are deserving. There may be some holdovers and aged civil-service employees in some of the offices in Washington and elsewhere who, due to age and infirmities, may not put in an entire day of hard work, a majority of whom, however, should have long ago been retired on a pension, and if the retirement civil service bill had not been defeated by the Republican filibuster, the same as this legislation in the last Congress, that would have been done. But the great majority of these people are obliged to earn their wage. They are hard-working men and women, and when you go through this building and through other government buildings you will invariably see men and women working mighty hard who at the present time receive as low as $40 a month, a wage on which they can not live or exist. I believe that it is our duty to economize, but to deprive the government worker of a living wage is not economy. It is our duty to adjust the pay of these thousands of underpaid employees. I am confident that the country is in favor of such action, and it should receive the unanimous vote of Congress. [Applause.]

Mr. MACCRATE. Mr. Chairman and gentlemen, it would not be fair for a Republican member of this committee to assume either the entire credit or the responsibility for this bill. There has been no gentleman more interested in putting this bill before the House than the ranking minority member, Mr. MAHER, my colleague from New York.

If the bill goes through, I believe he should receive as much credit as any other man in this House. [Applause.] But if it becomes a question of Republican responsibility, I believe the Republican Party may accept that responsibility with pleasure and go before the country upon it with profit.

It is indeed amusing to hear everlastingly that organized labor is doing this and that. Any man in his senses knows that organized labor today has a higher minimum than $3 a day, and organized labor would not ask this House or any other legislative body to establish a minimum as low as $3 a day. But organized labor is unselfish in this matter, and it believes that we ought to fix some minimum that will provide a living wage for federal employees. I do not know why reference is made to colored or negro help at

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the doors of executive and administrative offices. I have but few black men in my district, but I believe, and we all believe, that whether a man is black or white, in America he has a right to live and a right, if he is willing to work, to get wages that will keep him alive. [Applause.] If you Democrats are going to let it go out that you do not want to vote $3 a day for help in this Government because some black men are employed, the Republican Party will gladly go before the country on that issue.

In the Chicago public buildings there was a 60 per cent turnover in the labor getting less than $3 a day, between January and May of this year. That is, 60 per cent of the employees in the Chicago custom house, receiving less than $3 per day, left their employment because they could not exist on the money that was being paid them. There were charwomen getting 21 cents an hour, and working five hours a day, making about a dollar to take home to support a family. The underlying theory of this minimum wage bill is not that you are paying for services rendered, but that you are fixing a minimum at which federal employees can meet the cost of living. The figures in the city of Washington, I understand, approximate $1,500 per annum on which a family of five can subsist. If you require $1,500 for a family of five, that does not necessarily mean that one person can subsist on $310. We who have clerks know that those clerks consume at least $1,000 on subsistence, clothing, and the usual entertainment that any healthy individual is entitled to.

But I have been rereading the President's message. If this is not an Executive lollypop for labor to lick and have nothing left but the stick, then we must do something in this Congress. There are no direct statements as to what we should do for general labor in the President's message, but he did say, and I reread it just for your information and to refresh your minds:

> The members of the committees on labor in the two houses will hardly need suggestions from me as to what means they shall take to seek to make the Federal Government the agent of the whole Nation in pointing out, and, if need be, guiding the process of reorganization and reform.

You who profess to follow the President as a leader must, we insist, guide the Nation by fixing a minimum at which men and women can be employed by the Federal Government. Whether the Republican Party has a labor program or not, the Committee on Labor are interested in seeing that justice is done throughout the length and breadth of this country. We, as Republicans, do not believe that the salvation of labor lies in the hands

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of Congress or any legislative body. If labor is to be well taken care of, it must be by the manufacturers and the men who guide the industries of this Nation consulting with their workers. The best friends of American labor are American employers and not American executives or legislators. [Applause.] The suggestion of the President that there has been a gulf between labor and capital does no service to the country, but only indorses the radicals' claim that there are two big movements in America, one the movement of those who work and one the movement of those who employ, and emphasizes class distinction and class consciousness. What this Congress ought to do is to emphasize the fact that in America, viewed legislatively, there is no black workman or white workman; there is no class consciousness or class distinction; but that all are Americans, and justice, and not special consideration of any group, should guide us in our legislation. [Applause.]

Mr. GOLDFOGLE. Mr. Chairman, the high cost of living which seems ever to increase makes it essential that this bill to fix a minimum wage for government employees should pass. The arguments made today amply prove the necessity for this legislation. The time has come when it is impossible for any man to live decently and maintain his family properly, however frugally he may manage, on less than the minimum sums fixed by this bill.

In the past I was often surprised at the cheeseparing policy pursued by the Government toward some of its employees. When I speak of these employees, I have reference to those small-salaried men or women and those to whom were paid small daily or weekly wages. These employees were too frequently overlooked, while men in the higher stations of official life were well provided for and given increases on their already high-priced salaries. During some of the years of my service in the House I witnessed with amazement and listened with surprise to arguments advanced in opposition to increasing pay of underpaid employees when appropriations came up, despite the fact that those for whom advances were asked had rendered efficient and valuable service to the Government.

Today labor is justly knocking at our doors, and its demands merit and deserve our earnest and favorable consideration. With this view in mind, I gladly and cheerfully give my support to this bill.

Mr. Chairman, in these times when there is so much unrest manifest everywhere, oft arising from the high and burdensome cost of living, our Government should be the first to set

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an example, and, indeed, become a model for private employers in the fixing of adequate compensation for labor and for a proper living wage.

The men and women whom this measure is designed to cover are entitled to our protection. Out of their present meager pay they can not meet the necessary present living expenses. They have frequently no other way of moving Congress to action than through the recognized representatives of labor, and these men in the consciousness of duty came before the Labor Committee and prescribed what I regard as a just and righteous case.

Ere I close I desire to pay tribute to my colleague from New York [Mr. MAHER], who, while he was chairman of the Labor Committee, worked faithfully in labor's cause and in the interest of deserving men, and I want to congratulate the present chairman and the members of that committee for bringing to us this meritorious measure. [Applause.]

Mr. FIELDS. Mr. Chairman, I am for the bill and expect to vote for it, but I hope that the membership of this House will not put me and itself in the position of voting to pay a larger salary by $100 or $200 a year to janitors in postoffices of the first, second, and third classes than most of the clerks in those offices get.

The bill is right in principle; labor must receive an adequate wage, the wage to which it is entitled, but we should not lose sight of the fact that we are neglecting in this bill as it is drawn men and women who have devoted years of study to their preparation for the highly technical work they are doing, and will receive less compensation than the janitor that has not incurred the expense in preparing for his duty and whose duty is not so technical or so strenuous.

I shall offer an amendment at the proper time to exclude from this bill the language that prohibits postmasters, postal clerks, mail carriers, and railway postoffice clerks from receiving the benefits of the law. Also, the language that applies to the employees in the Territory of Alaska. I am not familiar with the living conditions in Hawaii or the Panama Canal Zone, but I do know something of the conditions in the Territory of Alaska, and I know that the cost of living is higher in the Territory of Alaska than it is in the United States. I therefore see no reason why the employees of the Government in the Territory of Alaska should be discriminated against in this bill.

Nor do I see any reason why the postal clerks and letter carriers and all other postal employees except the janitors should be discriminated against in this bill.

Mr. MONTAGUE. Mr. Chairman, if

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no one offers an amendment to this bill, I shall do so at the proper time, excluding from its operation the salaries of clerks to Senators and Members of the House, Delegates, and Resident Commissioners. I somewhat doubt whether the bill applies to the clerks just mentioned, but I think it very advisable that they should not fall within the operation of this bill.

Mr. PELL. Mr. Chairman, the passage of this bill will, of course, cost the Government a certain amount of money directly, but there will also be a very considerable economy if it is passed. That is a point which I do not think has been brought out so far. Where we employ men at a very low wage, paying the least it is possible to get anybody to come in and do the work for, it is quite obvious that the man will, as soon as he can get anything better, go away, and the Government thereby loses a partly trained man who is worth a good deal. If we pay an adequate wage, a man will see that his position under the Government is worth while, that it is worth keeping, and the man's value will quite obviously increase to a very considerable extent.

So there really is no question of extravagance whatever in the passage of this bill. It seems to me also that the United States Government in its relations to labor should stand as the model employer, and it certainly has not been that in the past. It seems to me that a man hired by the United States Government should be the most fortunate of the men of his class, that he should be well taken care of, and that any person who would wish to find a good standard in respect to the treatment of his employees would have only to look to the Government of this country for an example. That seems to be the most desirable result, a thing which we should undoubtedly do our best to bring about.

Mr. GOOD. Mr. Chairman, I offer the following amendment.

The CHAIRMAN. The Clerk will report the amendment.

The Clerk read as follows:

Page 2, line 7, after the word "clerks," add: "*Provided further*, That the additional compensation granted to certain government employees under section 7 of the legislative, executive, and judicial appropriation act approved March 1, 1919, shall be computed as a part of the total compensation of such employees in determining their right to the benefits of the minimum compensation herein authorized."

Mr. GOOD. I offer that amendment because I think some misunderstanding may arise by reason of the peculiar wording of the provisions of section 7 of the legislative act. That act designates the $240 per year as "additional compensation." Now, I am in sympathy with the gentleman's bill and what he attempts to arrive at

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in reference to the minimum wage. But in determining whether a minimum wage is sufficient or not we must know what the total wage is. Is the total wage of an employee of the United States the amount at which he is carried on the rolls plus the $240 additional compensation provided for in the act, or is it only the regular salary? I submit that anyone who will read the provisions of the legislative act will come to the conclusion that the compensation is the total compensation paid. The compensation provided for in section 7 of the legislative act is described as additional compensation, but in order to find out what salary a person was receiving during the fiscal year 1919 that act provides that the increased compensation at the rate of $120 per annum for the fiscal year ending June 30, 1919, "shall not be computed as salary in construing this section."

Now, some comptroller might say, relative to section 7, that granted $240 additional compensation, that that additional compensation should not be counted in computing how much salary an employee received.

Now, it seems to me we ought to determine whether or not we are to have $3 a day as a minimum wage or $3.80 a day as a minimum wage, for if that provision of the legislative act shall be construed by any comptroller of the Treasury as not additional compensation because of that peculiar wording, then, instead of granting $3 a day for the fiscal year 1920 as a minimum wage, we have one standard for 1920 and may have another standard for each succeeding year, just as we may or may not appropriate money as additional compensation. It seems to me that the total compensation a clerk receives out of the Treasury of the United States should be his compensation, whether it comes in one check from the Treasury or in half a dozen checks, and we ought to have a fair and reasonable basis at which to start. I do not think that a Comptroller of the Treasury would ever be foolish enough to hold that that provision of section 7 which granted $240 per year additional compensation to certain employees was not compensation paid to such employees, but in order that there may be no confusion in the matter, and in order that we may understand just what we are doing, I have offered this amendment, which simply provides that in construing what compensation an employee receives the compensation provided for in section 7 of the legislative act as "additional compensation" shall be considered as a part of his compensation.

Mr. RUBEY. I will say to the gentleman and to the committee that I am in entire sympathy with the purpose

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sought by the amendment offered by the gentleman from Iowa. I do not believe that under this bill employees should receive, in addition to the provisions of this bill, the $240 bonus. In other words, I do not believe he should receive what he will receive under this bill—$3.60 a day, or $110 a month, or $1,320 a year, and which he would receive unless an amendment similar to the one offered by the gentleman from Iowa is adopted.

Mr. NOLAN. Mr. Chairman, I rise to oppose the amendment of the gentleman from Iowa. I trust it will not be adopted. When this bill was originally introduced several years ago there was some question as to the advisability of passing a minimum of $3 a day, or $90 a month. That was along in 1913. During the discussion of this bill by the committee a number of the members of the committee felt a $3 a day minimum was too small; that living conditions in this country had got to be such that no man or woman could take care of themselves, not to mention their families, on a wage of $3 a day. Now, if you are going to start a limitation on the application of your monthly or yearly bonus, why start with the employees who will receive the benefit of this minimum wage? Why should they be the ones to suffer? Why should the man who is getting $60 or $70 a month and who will be raised to $90 per month be deprived of this bonus and the people who are getting up to $2,500 a year allowed to enjoy the benefits of it?

Mr. HUDDLESTON. I am in sympathy with the gentleman. I want to call his attention to the fact that this $240 bonus is given only to employees in the District of Columbia. Now, this minimum-wage bill applies to all the employees of the Government all over the country, with the result that under the amendment of the gentleman from Iowa the employees of the District of Columbia are preferred to the extent of $240 over and above the others.

Mr. GOOD. No; the gentleman is mistaken about that.

Mr. NOLAN. Yes. The gentleman is incorrect as to that. The $240 bonus applies to every employee of the United States Government in this country up to $2,500 a year. But here is the limitation on the application of this bonus, and the limitation is going to be placed upon the men and women employed by the Government of the United States who need the greatest amount of assistance.

Let me call your attention to this fact, that the legislative bill carried a rider which was reported to the House at the last session containing the bonus of $240. The committee reported only $120, and the House provided the additional $120 a year. This legislative bill also provided for a commis-

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sion—to do what? To reclassify the employees in the District of Columbia, to provide some method whereby each class of employees doing a certain line of work would receive the same benefits in pay and conditions. It applies to every employee of the Government in the District of Columbia. That reclassification commission must report to this Congress by the 1st of January next year. Following that report, undoubtedly there will be some legislation, and this Congress will not try to legislate alone for the employees for the District of Columbia in the matter of reclassification of salaries and positions, but it will reclassify government employees over the entire country.

Now, why in this minimum-wage bill should we adopt this limitation and deprive the people who are trying to exist and who need the greatest amount of assistance of the benefits of this bonus, which can be stricken out on a point of order unless it is put in by a rule every time the Committee on Appropriations brings in their appropriation bill? The legislation providing for the bonus is not in order unless by unanimous consent or by being protected by a rule. But why put this limitation on this bill that is intended to benefit the lowest-paid employees of the Government of the United States? [Applause.]

I trust the committee will defeat the amendment.

Mr. BLANTON. I ask recognition now to offer a motion.

The CHAIRMAN. The gentleman will send up his motion, which the Clerk will report.

The Clerk read as follows:

Amendment offered by Mr. BLANTON: Page 1, line 1, strike out the enacting clause.

[The adoption of this amendment would have been equivalent to the rejection of the entire bill.—EDITORS.]

The question being taken, on a division (demanded by Mr. BLANTON) there were—ayes 1, noes 118.

Accordingly the motion was rejected.

Mr. CANNON. Mr. Chairman, I move to strike out the last word. I am going to vote for this bill. Then, if I happen to be in this Congress when things get back to normal I am going to vote to repeal this minimum-wage provision. Under existing conditions I am satisfied that in equity and justice the bill ought to pass.

Judging from the bills that have been introduced much legislation is to follow attempting to make a charge upon the Treasury. I think the Committee on Reform in the Civil Service has a bill proposing to retire civil employees at a certain age. I can recollect the time when if a man had taken

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the position as a candidate for Congress that he favored a civil pension list he would not have received the vote of a corporal's guard.

As to government employees, I want to say that it is wonderful how all our constituents, enough to fill up all the places under the Government, agonize to get on the government rolls. Why, God bless my soul, we have turned out all your employees in the reorganization of this House, and put in our employees, after something of a kick.

Mr. KNUTSON. Not all of them.

Mr. CANNON. Not all, but substantially all. Those who were in were willing to be retained. I am not criticizing you on the one hand or those on this side on the other hand. When you come to consider about paying for labor and service, the last census shows that the preachers get an average of less than $700, and nearly all of them have families. You may say that they should have more, but that would depend on their parishioners.

Government employees are not alone embarrassed by the great advance in the cost of living. They say a man has to have that pay to support his wife and support his children. If that is the universal rule, very frequently the children will be spoiled.

Who pays, who pays? One hundred and ten million people pay. You may take your Vanderbilts, your Morgans, and your Bernard Baruch and add their total wealth together and it is a very small sum as compared with the total wealth of 110,000,000 people that make up the country and, in the last analysis, pay the taxes.

You may say, Are you speaking to defeat this bill? No; I am not. I think temporarily the bill ought to be enacted, but I want to say that while I will not live long enough to be with you there will be others here who, I think, will have the good judgment when the prices of products upon which we live are decreased to decrease the pay of the people on the government pay roll.

Why, it is a desirable thing to be on the government pay roll. Sick leave with full pay. A month's leave of absence and full pay. Bountiful holidays with full pay. [Applause.]

The CHAIRMAN. The question is on the amendment offered by the gentleman from Iowa. [This appears on page 501.]

The question was taken; and on a division (demanded by Mr. Nolan) there were—77 ayes and 43 noes.

So the amendment was agreed to.

[Later information regarding action by the House on the Nolan bill will be found on another page.]

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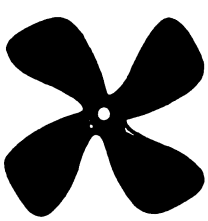
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RECEIPTS

Cash on hand April 1, 1919		$2,228.51
Per capita tax		23,352.75
Magazine—		
Advertising	$4,962.68	
Subscriptions	15.50	
Sales	13.70	
		4,991.88
Addressograph service		11.36
Initiations		3,782.25
Charters		150.00
Emblem buttons and pins		1,749.25
Premium on bonds for local officers		52.50
Merchandise		316.20
Propaganda literature		59.53
Constitutions (N. F. F. E.)		4.45
Membership books		32.54
Rent (sublease of offices)		520.00
Subscriptions (Weekly Federal Employee)		10.00
Interest on bank account		25.50
Protested check		17.25
Refunds—		
Overpayment of salary	$116.66	
Overpayment for service on Audit Committee	1.95	
Publication discontinued	3.75	
		122.36
		$37,426.33

DISBURSEMENTS

Administrative Officers—Salaries		
President (3 months)	$1,000.02	
1st Vice-president	21.00	
2d Vice-president	12.00	
3d Vice-president	17.35	
4th Vice-president	126.50	
5th Vice-president	26.32	
6th Vice-president	117.26	
7th Vice-president	10.00	
Secretary-Treasurer (2 months)	583.32	
		$1,913.77
Expenses—		
President	161.93	
1st Vice-president	35.64	
2d Vice-president	35.64	
3d Vice-president	14.00	
4th Vice-president	182.60	
5th Vice-president	87.70	
6th Vice-president	122.44	
7th Vice-president	16.22	
		652.64
Organizing expense—		
National Organizer:		
Salary	600.00	
Subsistence	516.00	
Transportation	117.54	
Miscellaneous	125.49	
Special and Field Organizers	634.36	
		1,993.39
Office Expense—		
Salaries of Employees:		
President's office	1,744.38	
Secretary-Treasurer's office	1,192.08	
Telephone-telegraph	816.53	
Rent	930.00	
Postage	431.45	
Merchandise	628.00	
Subscription to periodicals	20.20	
Press-clipping service.	15.00	
Reference books	20.25	
Engrossing charters	1.50	
Stationery and supplies	1,074.05	
		6,873.44

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Audit Expense—		
Services of Auditor ..	$85.00	
Services of Audit Committee:		
J. B. Corken—salary and travel.....	230.44	
John Fitzgerald—travel	27.24	
John W. Ginder....		$342.68
Magazine Account—		
Printing and binding..	9,777.75	
Postage	1,490.00	
Salaries of employees.	1,369.07	
Cuts, illustrations, etc.	617.53	13,254.35
Addressograph (part payment).		1,002.65
Premium (bonds for local officers)		80.00
Seals for locals.....		36.75
Furniture and fixtures.....		683.50
Emblem buttons and pins.....		415.45
Membership books.....		1,122.25
Affiliation Account—		
A. F. of L.....	262.50	
N. W. T. U. League...	5.00	267.50
Liberty bond (4th loan).....		400.00
Legislative expenses.....		385.01
Petty cash.....		45.08
Protested check.....		17.25
Convention Expense—		
A. F. of L., Atlantic City, N. J.:		
L. C. Steward.....	106.65	
M. J. Leonard.....	192.37	
W. E. Junker.....	176.42	
Florence Etheridge...	320.30	
Labor Press Convention, Atlantic City, N. J.:		
J. G. Gurley.....	30.18	
National Conference Social Workers, Atlantic City, N. J.:		
Florence Etheridge..	66.52	
National Women's Trade Union League, Philadelphia, Pa.:		
G. M. McNally.....	15.71	908.15
		$30,366.00
Cash on hand June 30, 1919.....		7,060.33
		$37,426.33

I hereby certify that the above is a true and correct statement as shown by the books of this Federation.

E. J. NEWMYER,
Secretary-Treasurer.

Washington, D. C., July 15, 1919.

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My advice to workingmen is this: If you want power in this country; if you want to make yourselves felt; if you do not want your children to wait long years before they have the bread on the table they ought to have, the opportunities in life they ought to have; if you don't want to wait yourselves, write your banner so that every political trimmer can read it, "We never forget." If you launch the arrow of sarcasm at labor, we never forget; if there is a division in Congress, and you throw your vote in the wrong scale, we never forget. You may go down on your knees and say, "I am sorry I did the act," and we will say, "It will avail you in heaven, but on this side of the grave, never!"—*Wendell Phillips.*

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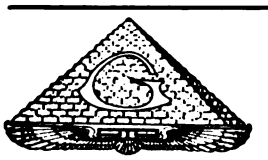
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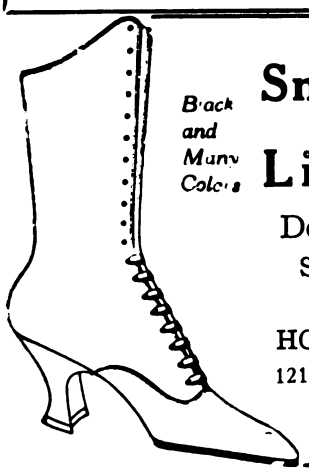
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Prices Are Up to Stay, Says Large Banker

OTTO H. KAHN, head of the great New York banking house of Kuhn, Leob & Co., in a communication to Secretary of Labor William B. Wilson, expresses the firm belief that prices will not be materially lowered for a number of years, if at all, and that for all practical purposes at least the war has brought a new level of prices, the existence of which must be recognized.

Mr. Kahn says:

Prices are determined in the main by the volume of production, of consumption and (probably more than by either of these) of the circulating medium, *i. e.*, currency bank credits, etc.

1. Production. After the Civil War, the return of prices to the pre-war level, though it took 13 years to accomplish, was immensely aided by the development of entirely novel methods of production in the shape of new forms of machinery and new kinds of business organizations. No one will seriously contend that the possibilities of the immediate future for increased efficiency or novel methods in production and distribution are likely even to approach those which came between 1865 and 1890—a period which marked the transformation of our entire business structure from hand methods to machine methods, from "pound methods" to "tonnage methods."

2. Consumption. In view of the vast destruction wrought by the war and now to be made good by reconstruction, and in view of the accumulation of the demand for many things which could not be supplied during the war, demand in many fundamendal lines is bound to be large and urgent for some time to come.

3. Circulating medium. The credit expansion and currency inflation of the leading countries of the world, including our own, during the past five years have been on an entirely unprecedented scale. The process of contraction and deflation, to the extent that it is possible and likely to be approved by public opinion, will take many years.

The conclusion is inevitable, that we have arrived at a new price level. This level in the early future may go somewhat lower, or it may go somewhat higher than at present prevailing, but it seems to me certain that there cannot be any immediate and radical recession. Those who hope for or fear materially lower prices will, I am convinced, have to wait a long time.

The situation which confronts us is, in my opinion, correctly summed up in the following quotation from a recent address by Professor Irving Fisher of Yale University.

"Business men should face the facts. To talk reverently of 1913-14 prices is to speak a dead language today. The buyers of the country, since the armistice, have made an unexampled attack on prices through their waiting attitude, and yet price recessions have been insignificant. The reason is that we are on a new high-price level, which will be found a stubborn reality. Business men are going to find out that the clever man is not the man who waits, but the one who finds out the new price facts and acts accordingly."

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Recent Decisions of the Comptroller

THE decisions of the Comptroller of the Treasury, abstracts of which are given below, have been selected as having special bearing on the interests of the civilian employees of the Government:

Increase of Compensation of Civilian Employees

A head of a department or other government establishment may, in the exercise of discretion, determine the date when the state of facts existed on which is based his certificate as to the ability and qualifications necessary to justify payment of the increased compensation provided by section 6 of the act of July 3, 1918.—*Comptroller Warwick to the Secretary of the Navy, June 3, 1919.*

Detail of Employees to Joint Commission on Reclassification

While the detail of employees from the various governmental services to assist the Joint Commission on Reclassification of Salaries is expressly authorized by the act of March 1, 1919, the employment of persons in other branches of the government service for the sole purpose of detailing them to work with that commission is not authorized.—*Comptroller Warwick to the Secretary of the Treasury, June 6, 1919.*

Cooperative Construction of Rural Post Roads

The provision of the federal-aid road act of July 11, 1916, that no money apportioned thereunder to any State shall be expended until its legislature shall have assented to the provisions of the act is mandatory upon the Secretary of Agriculture, and in the absence of affirmative action on the part of the legislature prior to the end of its next regular session cooperative expenditures in that State should be discontinued.—*Comptroller Warwick to the Secretary of Agriculture, June 9, 1919.*

Reimbursement of Personal Transportation Not in Excess of Cost of Subsistence

An employee in a travel status who, for personal reasons, leaves his place of duty over Sundays or holidays may not receive reimbursement of the cost of transportation incurred although the amount does not exceed the probable cost of subsistence to which he would have been entitled had he remained at such place of duty.—*Comptroller Warwick to the Secretary of the Treasury, June 12, 1919.*

Transfer of Property from One Department to Another

Where equipment is transferred from one department or establishment to another, payment to the transferring department is not authorized since the transaction is not a sale; and no adjustment of appropriations is necessary where the expenditure from the appropriation which bore the original expense has accomplished the purpose for which it was made and no additional expense is involved in the transfer.—*Comptroller Warwick to the Secretary of Agriculture, June 20, 1919.*

Transportation of Government Employees

An employee who elected to proceed to her home without awaiting the result of an application to be furnished with transportation in kind as provided by the act of March 1, 1919, is not entitled to reim-

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bursement of any amount that may have been expended in procuring such transportation.—*Comptroller Warwick to the disbursing officer, United States Shipping Board, June* 26, 1919.

Additional Compensation for Overtime Work

An employee of the War Department commissioned as notary, who administers oaths required by law to salaried officers of the Government, is not entitled, although the work is performed outside of regular office hours, to additional compensation for such service.—*Comptroller Warwick to the Secretary of War, June* 28, 1919.

Compensation for Period of Suspension

As the compensation of an employee who is legally suspended from duty pending the investigation of charges is forfeited unless the order of suspension provides otherwise, such employee cannot acquire a right thereto by the voluntary performance of duty during that period nor will an order restoring him to duty with pay from the date of suspension be construed as operating retroactively to accomplish that result.—*Decision by Comptroller Warwick, June* 30, 1919.

Whitman's Remarkable Prophecy

An Englishman, in a letter to the London *Times*, draws attention to the following prophetic vision of our own American poet, Walt Whitman, asking whether this is not "indeed prophecy—the human utterance of the Divine?" More than fifty years have elapsed since the poet's work, *Drum Taps*, from which this prophecy is taken, saw the light, it having been published in 1865.

I see not America only—I see not only
Liberty's nation, but other nations preparing;
I see tremendous entrances and exits—I see new combinations—I see the solidarity of races;
I see that force advancing with irresistible power on the world's stage;
(Have the old forces, the old wars, played their parts? are the acts suitable to them closed?)
I see Freedom, completely armed, and victorious, and very haughty, with Law on one side and Peace on the other.
A stupendous Trio, all issuing forth against the idea of caste;
—What historic dénouements are these we so rapidly approach?
I see men marching and counter-marching by swift millions;
I see the frontiers and boundaries of the old aristocracies broken;
I see the landmarks of European kings removed;
I see this day the People beginning their landmarks (all others give way);

—What whispers are these, O lands, running ahead of you, passing under the seas?
Are all nations communing? is there going to be but one heart to the globe?
Is humanity forming, en masse?—for lo! tyrants tremble, crowns grow dim;
The earth, restive, confronts a new era.

The perform'd America and Europe grow dim, retiring in shadow behind me.
The unperform'd, more gigantic than ever, advance, advance upon me.

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The FEDERAL EMPLOYEE

A Magazine for Government Workers

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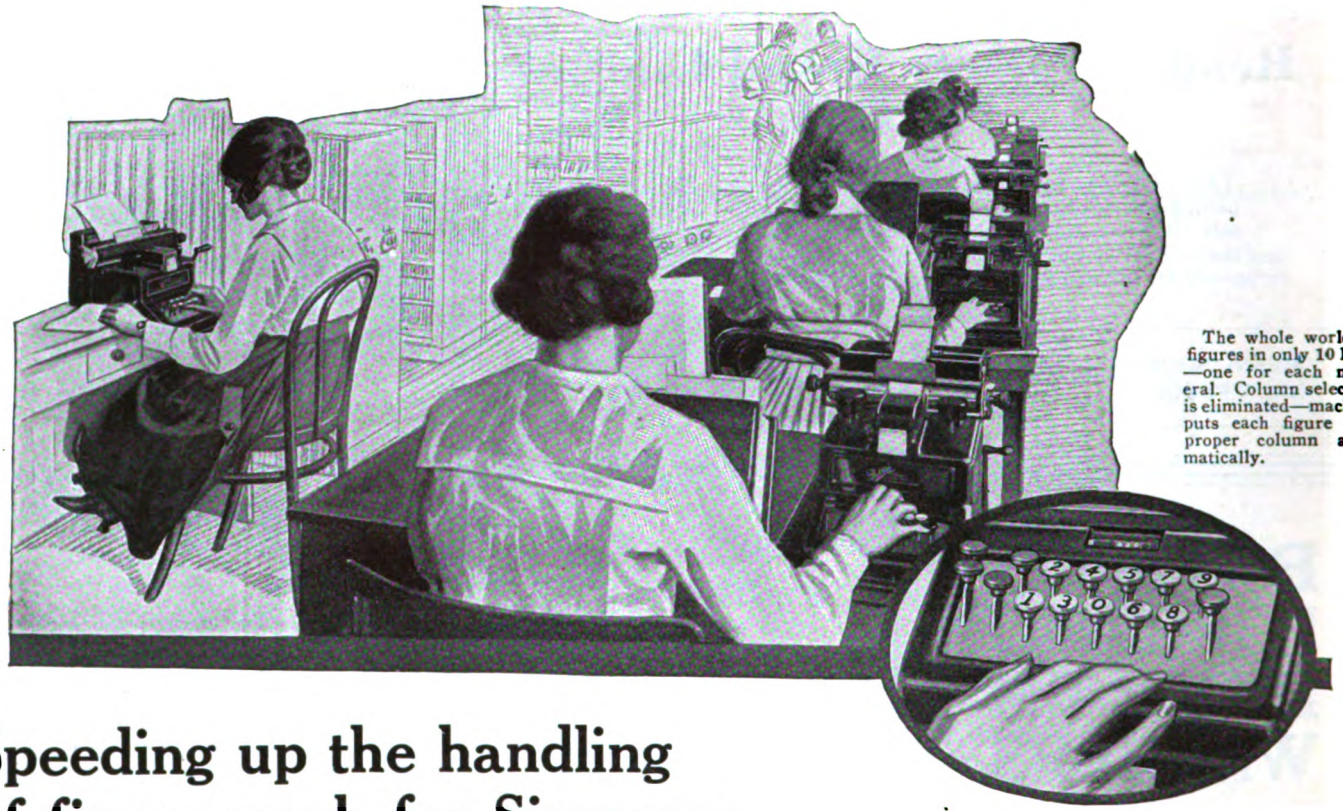

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THE
FEDERAL EMPLOYEE

Vol. IV SEPTEMBER 13, 1919 No. 14

Organization Notes

Some of the various happenings among our local unions throughout the country are here set down for the information of our membership. The steady growth of the organization shows no sign of abating. Many locals report good prospects for the near future.

COMMISSARY PRIVILEGES SOUGHT FOR CIVILIAN EMPLOYEES

LEGISLATION opening the Army and Navy Supply departments for purchases by civilian employees of the Government was asked for in a letter sent to President Wilson recently by our National Federation.

This measure is asked for "as an immediate, emergency measure, pending more fundamental economic adjustments for all workers," and would benefit, according to the estimate of President Luther C. Steward, probably 80 per cent of the government employees throughout the country—all, in fact, except some in small towns and rural districts. Immediate relief is necessary, the letter urges, because of the continued high cost of the necessities of life, increasing so much more rapidly than increases in the salaries of the employees.

Government workers in Washington and elsewhere are receiving as little as $480 per year for full time work. Hundreds of thousands of them are receiving no more than $1,200 per year. Congress has granted the small increase of $240 for the current year, and the lower House of Congress has passed a minimum wage bill which would bring the lower paid employees to a level of $3 per day. Congress has also established a Reclassification Commission which is expected to recommend a revised salary scale for employees in the District of Columbia. But the minimum wage bill is held up by opposition from certain Senators, and the Reclassification Commission cannot possibly make a report in the next five months. Such report would not in any event cover the 400,000 employees outside of Washington.

Meantime, the needs of the government workers everywhere have become steadily more acute, and we are obliged to seek other avenues of relief. To open the Quartermasters' Department to the civilian as well as the military personnel of the Government would bring relief to at lleast 80 per cent of the civil employees, and would be, in our judgment, an appropriate and timely measure.

In considering this matter we ask you to bear in mind the fact that the government salary scale, with few exceptions, is the same established in 1854; the government workers, having no direct voice in the adjustment of their wages, are at a serious disadvantage as compared with other groups of workers. They must depend upon the slow processes of legislation, which thus far have left them at the mercy of profiteers.

PAY FOR OVERTIME IN MEAT INSPECTION SERVICE, B. A. I.

A decision of much importance not only to the employees of the Meat Inspection Service of the Bureau of Animal Industry, Department of Agriculture, but to the government service in general, looking toward the future, is embodied in "Memorandum No. 288," bearing date of August 4, issued by the Department of Agriculture. This makes provision for payment for overtime work of meat inspection employees of the Bureau of Animal Industry. This action on the part of the department is in line with active efforts put forth by our National Federation and is very gratifying to the officers of the organization, as it will be to the employees who will benefit by the overtime pay.

Memorandum No. 288 is, in part, as follows:

The attention of administrative officers of the Department of Agriculture is invited to the following provision of law which appears in the Act of July 24, 1919, making appropriations for the Department of Agriculture for fiscal year ending June 30, 1920 (Public No. 22—66th Congress):

"That, hereafter, the Secretary of Agriculture is authorized, in his discretion, to pay employees of the Bureau of Animal Industry employed in establishments subject to the provisions of the Meat Inspection Act of June 30, 1906, for all overtime work performed at such establishments, at such rates as he may determine, and to accept from such establishments

OUR NEW HEADQUARTERS

The offices of the National Federation of Federal Employees and of Washington Local No. 2 are now located at 1423 New York Avenue, Northwest, Washington, D. C., the National occupying the third floor and the Local the second floor. Adjoining Local Headquarters is the office of the Washington Committee of the National Women's Trade Union League.

A cordial invitation is extended to our membership to visit the offices whenever convenient.

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wherein such overtime work is performed reimbursement for any sums paid out by him for such overtime work."

To comply with the provisions of this section, the following regulations are promulgated to govern the payment for such overtime work:

1. All work performed in an official establishment, pursuant to an application made under paragraph 7, which requires Bureau of Animal Industry employees to remain on duty more than eight working hours in any one regular working day, shall be paid for as overtime for the period each employee is on duty in excess of eight working hours.

2. All work on Sundays and on New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas, or the days legally celebrated in lieu of said national holidays, or on national holidays so declared by Executive Order, shall be paid for as overtime; but no other days shall be regarded as holidays within the meaning of this order. Sundays and holidays shall be regarded as beginning and ending at midnight.

3. The overtime pay of an employee who receives the additional compensation of $240 authorized by Congress shall be calculated on the basis of his entire compensation, including his basic salary and such additional compensation.

4. Overtime pay shall be calculated by the hour, and the pay of each employee shall be used, taking one-eighth of his daily pay as the basis for calculating the hourly rate. For Sunday and holiday work the rate of pay shall be double the employee's regular rate of pay, and for other periods of overtime work it shall be one and one-half times such regular rate of pay. But overtime will not be computed for less than one-half hour. Half hours and hours only will be regarded. When the overtime service is 15 minutes or less it shall not be calculated; when it is nearer the half-hour than the hour, it will be calculated on the basis of one-half hour.

5. The actual time when the employee is required to commence the supervision of operation or inspection is the time when the working day of the employee shall be considered to begin. The time an employee is allowed for changing clothing or for meals shall be deducted from the working time, and the time an employee finishes supervision of operation or inspection in the departments to which he is assigned shall be considered as the time the working day ends.

EMERGENCY SALARY INCREASE FOR THE ORDNANCE DEPARTMENT

Any employee of the Ordnance Department of the United States Army who is deemed fit to be retained in his job after the six months' service required by the War Department is to receive the war emergency increase voted by Congress, certainly the $240 increase for the fiscal year 1920 and perhaps the $120 increase provided for last fiscal year. This important decision, announced under date of August 7 in "Office Order 828," issued by Maj. Gen. C. C. Williams, Chief of Ordnance, U. S. A., and bearing the signature also of Col. W. W. Gibson, of the Ordnance Department, reads as follows:

1. Office Memorandum No. 218, dated May 22, 1919, is hereby modified in order that the increased compensation may be granted to every employee of the Ordnance Department permitted under the law to receive it.

2. The Judge Advocate General has ruled that it is legal to grant the increased compensation even to those employees who are receiving the maximum prevailing rate, and also that the date when the increased compensation becomes effective may be prior to the date of recommendation. It is therefore directed that steps be immediately taken to forward the proper lists or certifications in order that every employee permitted by law to receive the increased compensation may receive it from the time the law permitted.

3. It is the decision of the Chief of Ordnance that any person whose ability and qualifications are sufficient to warrant his being employed by the department deserves certification after the six months of service required by the War Department.

FINAL VOTE ON NOLAN BILL IN THE HOUSE

On the final vote on the Nolan bill in the House of Representatives, July 22, 327 voted in favor of the measure. There were 48 recorded against it, as follows—all Southern Democrats:

Louisiana, Aswell and Wilson. Georgia, Bell, Brand, Larsen, Park, Vinson and Wright. Texas, Black, Blanton, Buchanan, Connally, Garner, Hardy, Mansfield, Rayburn, Young. Missouri, Booher, Dickinson, Rubey, Rucker. South Carolina, Byrnes, Dominick, Nicholls, Ragsdale, Stevenson. Mississippi, Candler, Collier, Hmphreys, Quin, Stephens, Venable. Florida, Clark. Tennessee, Davis, Garrett. Alabama, Dent, Heflin, Oliver, Steagall. Virginia, Flood, Holland, Saunders, Woods. Kentucky, Kincheloe, Thomas. North Carolina, Kitchin, Robinson, Small.

There were no Republican votes against the bill.

TEN NEW LOCALS FORMED IN A FEW WEEKS

Within the last few weeks ten locals have been added to the list of our National Federation, carrying the total to 144. New Jersey contributes two of the new unions—No. 136 at Wharton and No. 140 at Camden. The former, the membership of which is drawn from the employees of the Picatinny Arsenal, was formed through the efforts of National First Vice-president Junker and President Edward J. Alexandre, of the Dover (New Jersey) Local, while the latter (recruited mostly from the Internal Revenue Service) is to be credited to effective work done by Local Organizer John D. Cloud, the untiring secretary of the Philadelphia Union.

Brother A. V. Hulme, secretary of the New Orleans Local, succeeded in getting a number of federal employees in Vicksburg, Miss., into a receptive frame of mind, which led them to apply for a charter, and now Vicksburg Local figures as No. 135 on the roster.

In the West, National Organizer Peabody placed two more notches to his credit by organizing a local (No. 138) among the employees of the Indian Service at Lac du Flambeau, Wis., and another (No. 139) at Cedar Rapids, Iowa, which includes workers in the Bureau of Animal Industry and Custodian Services of the Department of Agriculture and the Treasury Department, respectively. At Newport News, Va., Grand Rapids, Mich., and Indian Head, Md., new unions (Nos. 141, 143 and 144, respectively) are on the map as the result of efforts put forth by our national headquarters in conjunction with effective work done by National Organizer Peabody in the case of No. 143 and by Mr. Ernest A. Grant of headquarters staff in that of No. 144. The members of the Newport News Local are in the employ of the Customs Service. Toledo, Ohio, is the home of Local No. 142, composed of Internal Revenue Service workers. Brother Arnold M. Traubner of the Lewiston (New York) Union was largely instrumental in forming this local. The Grand Rapids Union includes employees of the Custodian, Customs, and other services, while at Indian Head, where the great proving ground at which big guns are tested, is located, employees of the Navy Department constitute the membership.

FRANKFORD (PHILADELPHIA) ARSENAL BRANCH ORGANIZED

An important item of good news comes from the Quaker City. With the effectual cooperation of some of the "live wires" of the Philadelphia Local, District Organizer John D. Cloud has organized the Frankford Arsenal Branch of that union, which has already enrolled more than 300 members. An active campaign for additional members is to be started without delay, with excellent prospects for success, according to those well acquainted with the situation.

NEWS FROM HINGHAM (MASS.) LOCAL; COOPERATIVE STORE OPENED

Our brethren of the Hingham (Mass.) Local are hard hit by the transition of the country from a war to a peace footing. "At the present time," wrote Brother Thomas G. Eccles lately, who is active in looking after publicity matters for the organization—

> our local union is battling hard against the circumstances which have necessitated the lay off of many of our men employed at the local Ammunition Depot. We have an almost infinite amount of work to be done here, but lack of funds prevents this. We are endeavoring to cooperate with our officials in an attempt to offset further reduction in forces.

We are indebted to Brother Eccles for an interesting and suggestive

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sketch of the way in which some of our brethren in the Old Bay State are trying to wrestle with H. C. L., along cooperative lines.

The Framingham Producers' and Consumers' Union, a new corporation made up of farmers, mechanics and householders, opened an establishment only recently. There are 200 shareholders holding each one or more certificates of stock which sold for $3 per share. The store is managed by eleven directors. The profits will be divided among the stockholders, who will also share in additional dividends, computed on their patronage.

Several farmers and growers of garden truck are prominent in the new cooperative store.

HON. WALKER D. HINES
Director General of Railroads

CHARLESTOWN NAVY YARD EMPLOYEES PROTEST STRONGLY AGAINST LAYOFFS

On July 31 historic Boston Common was the scene of a protest on a huge scale on the part of the employees of the Charlestown Navy Yard and their sympathizers against the reduction of force made necessary by the cutting of the appropriations by Congress.

Says *The Boston Globe* of August 1, in part :

For two hours and a half yesterday afternoon a surging crowd of men, varying from 8,000 to 10,000, massed on Boston Common, greeted various labor union leaders with cheers, hooted references to Congress, and vociferously "demonstrated" their intention of getting justice through appropriations from Congress which will make possible a resumption of full work at the Navy Yard. The crowd included practically all the mechanics employed at the Navy Yard and those recently laid off, representing, in all, 20 trades.

The men displayed no ill-feeling against the commandant and other officers of the Navy Yard, and cheered loudly when reference was made to Ex-Commandant William R. Rush, as "the best commandant any navy yard ever had."

H. W. Nunn, president of the Union of Federal Employees at the Watertown Arsenal, and John Radigan, president of the Metal Trades Council, in the same place, both spoke, offering to the navy yard men the undivided and enthusiastic support of the men at the arsenal in any action which might be necessary to secure the appropriation desired.

The speakers included also Cornelius Cotter, Financial Secretary of the Federal Employees Union.

COOPERATIVE LUNCH CLUBS IN THE GOVERNMENT DEPARTMENTS

A committee of the Association for the Advancement of Cooperative Enterprises, consisting of Mrs. Annie Riley Hale, Carl D. Brannin, and Benjamin F. Lindas, has transmitted the following report for the information of Federal Employees Union No. 2 and other union employees in Washington:

On Tuesday, June 3, we visited the Cooperative Lunch Club at the Bureau of Standards, Connecticut Avenue and Van Ness Road, and had luncheon with Dr. Luther C. Witmer, a member of the club, who showed us through the cafe and explained its plan of operation. It is run on a basis of actual cost, and furnishes three meals a day to its members at the following figures: Breakfast, consisting of fruit, cereal, meat and potatoes or eggs, and tea or coffee, 30 cents; lunch, three vegetables and dessert, with tea, coffee, or milk; meat and two vegetables for lunch three times a week—all for 20 cents; dinners, consisting of meat, vegetables, a salad, and dessert, 45 cents.

Members are required to pay an initiation fee of $1 and to deposit $5, which draws 6 per cent interest and is returned on demand. The bureau furnishes the dining hall and furniture—that is, chairs and tables; also heat, gas, and light. The club members bought dishes and kitchen utensils. They employ an experienced caterer, a domestic science graduate, to whom they pay $115 per month, who does the buying for the club, and acts as general manager and supervisor. They also employ two cooks, to whom they pay $85 and $50, respectively, and their meals; and seven waitresses, wages ranging from $20 to $40 per month and meals.

All the meals are served on the table d'hote plan, that having proved satisfactory to the majority, and cost of the cafeteria on a la carte being nearly 50 per cent greater. The Standard Club has been in successful operation seven years. It started with 25 members, and now has 125.

Employees and Management as Viewed by the Railroad Head

How the idea of democracy in industry has gradually developed in the mind of the principal executive of the greatest railroad system of the world.

By WALKER D. HINES
Director General of Railroads of the United States

(From an address before the Second Triennial Convention of the Brotherhood of Railroad Trainmen, Columbus, Ohio, May 14, 1919)

I AM GLAD TO have this chance to meet you and talk to you. I am glad to be able to address one of the most experienced of labor organizations in the railroad service. My views on this matter have undergone a process of evolution. I started out a good many years ago with a presumption against the desirability of any organization at all on the part of employees, but as I thought over the matter from year to year, and exercised what I hoped was an independent mind in regard to it, I came to the conclusion, even before I terminated my service with railroad companies, that the whole trend of civilization was in the direction of the employees having an important voice in the determination of the policies that meant so much to them in their daily lives, and that the only workable way for them to participate in the administration of these policies was through the development of the organizations of the employees on the railroads.

So that, when I came into my present position, I approached in the most cordial spirit my dealings with the organization which you gentlemen represent, and with the organizations which represent other classes of railroad employees, believing so strongly that it meant an improved and indispensable method of carrying out this great world movement, which will give the employees in every great industrial enterprise the right in an executive way to participate in the determination of policies which mean more to them than they do to anybody else.

The idea used to prevail that a business—any big industrial business—was only the affair of the management, and that the management represented only the people who had put their money into the business. And from that standpoint, when I got to thinking about this thing more and more, I appreciated how fallacious that idea was—that the business did not mean, could not mean, more to anybody in

(*Continued on page* 529)

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Democracy Strides Ahead in the British Civil Service

The Civil Service employees of Great Britain are to become copartners to a great extent in the conduct of the service. This is the meaning in brief of the Whitley plan as applied to the Civil Service. This plan has the cordial approval of the present Government.

NOTE.—In Great Britain one of the most far-reaching changes in the reconstruction process has come from the introduction of the Whitley Councils. Below will be found a brief sketch of the Whitley plan extracted largely from the report made a few months ago by the U. S. Employers' Industrial Commission. This is followed, as will be noted, by virtually the entire report of the Provisional Joint Committtee on the Application of the Whitley Report to the Administrative Departments of the Civil Service of Great Britain. This is a remarkable document, providing, as it does, for the democratization of the service to an extraordinary extent, as will be appreciated by a careful reading of its contents, especially the sections which deal with the makeup and functions of the National Council.—EDITOR.

THE Whitley reports were drafted by a subcommittee of the Committee on Reconstruction appointed by the Prime Minister in 1916.

Briefly the Whitley plan proposes the establishment for each industry of these bodies:

1. Joint standing industrial councils made up of representatives of employers and employees to deal with the larger questions that affect the industry throughout the whole country.

2. District councils constituted in like manner to deal with matters of local concern; and

3. Works committees also composed of representatives of the workers in each plant and the management to deal with conditions affecting each shop but not touching aspects handled by the district councils or the national joint standing industrial council. Such matters as shop sanitation, the hours of beginning and ending work, luncheon time, and rest periods, are to be dealt with by the works committee.

The Whitley plan is exceedingly elastic. It is not the intention of the British Government to force any cut-and-dried formula upon the industries of the country, but national joint standing industrial councils and district councils are essential to a fully developed Whitley scheme.

Councils in Thirty Industries.—National joint industrial councils have been formed in 30 different industries, but the fully developed scheme including district councils and worked committees had been established in only three industries, viz: Matches, pottery, and rubber.

In several other industries works committees have been set up in many establishments in accordance with the recommendations of the Whitley committee. Eventually, these works committees are to be organized by districts and nationally into a true Whitley scheme.

The Whitley plan is viewed with much favor by officials of the Ministry of Labor, which is endeavoring to effect the organization of various lines of industry under this plan. In this connection the Minister of Labor, Sir Robert Horne, said:

> The keynote to the Whitley scheme is the idea of obtaining the best possible harmony between the managing side of the business and those who are at work in the business. The way by which that is to be obtained is by giving the work people a far greater share than they have ever had in the past in determining the conditions under which the work is to be carried out. The government is whole-heartedly supporting this principle and we agree that it shall be carried out in the most complete fashion in all the shops and yards for which the government is responsible. Wherever the government is in the position of employers they are agreed that this principle which gives the workman a share in the management shall be carried out.

Various municipally operated public-service departments are also proposing to organize under systems based on the general idea of the Whitley plan.

The Joint Provisional Committee (referred to in the Editor's note above) consisted of thirty members, fifteen of whom were members of the Administration and fifteen were representatives of the Civil Service Associations (composed of government employees). After careful consideration of the whole subject of the application of the Whitley scheme to the Civil Service the committee submitted on May 28 last for the consideration of Parliament a comprehensive report, the essential parts of which will be found below. The fact that the plan proposed has the approval of the Government gives it a very strong position before Parliament.

5. We have from the outset agreed that the main objects of establishing a system of Joint Whitley Bodies for the Administrative Departments are to secure a *greater measure of cooperation between the State, in its capacity as employer,* and the general body of Civil Servants in matters affecting the Civil Service, with a view to *increased efficiency* in the public service combined with the well-being of those employed; to provide machinery for dealing with grievances, and generally to bring together the experience and different points of view of representatives of the administrative, clerical and manipulative Civil Service.

6. For the purposes of this Report we have assumed that the Civil Service Arbitration Board will continue in being.

7. We feel that, in the absence of experience of the working of any strictly comparable arrangements, any proposals and suggestions for applying the principles of the Whitley Report to the Administrative Departments of the Civil Service must necessarily be tentative and exploratory. Experience will no doubt show the lines on which the activities of the Joint Civil Service Bodies can best develop, and for this reason we feel it inadvisable to attempt to lay down hard and fast rules in advance or to enter into details further than the exigencies of the moment seem to require.

In these circumstances we suggest that if our recommendations are adopted it should be on the understanding that they are subject to such modifications as time and experience may show to be necessary or desirable. In the course of our enquiry we have had to deal with several highly contentious questions, but as a result of full discussion and the clearer appreciation which has resulted from the consideration of our different points of view, we have been able to arrive at the unanimous conclusions embodied in this report. This happy result augurs well for the future success of the Civil Service Joint Bodies, and our experience leads us to express the confident expectation that if the members of those bodies will apply themselves to the task before them with a resolute determination to overcome difficulties and will contribute their common knowledge and experience towards the solution of present and future problems, the main objects for which the Joint Bodies are to be established will be attained.

8. Our proposals are based on the establishment of Joint Bodies falling into the following categories:—

I. *A National Council.*
II. *Departmental Councils.*
III. *District and Office (of Works) Committees.*

9. We proceed to set out the Constitution of the National Council followed by some notes explanatory of certain provisions in that constitution

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and then to indicate in broader outline our recommendations respecting the Departmental Councils and the District and Office (or Works) Committees.

10. We recommend the following constitution for the National Council:

CONSTITUTION OF THE NATIONAL COUNCIL

MEMBERSHIP

11. The Council shall consist of 54 members (including four Secretaries) to be appointed as to one-half by the Government (the official side), and as to the other half by groups of Staff Associations (the staff side).

12. *The Official Side.*—The members of the official side of the Council shall be persons of standing (who may or may not be Civil Servants) and shall include at least one representative of the Treasury and one representative of the Ministry of Labour.

13. *The Staff Side.*—The staff side shall consist of persons of standing (who may or may not be Civil Servants) appointed by the undermentioned Groups of Staff Associations:

1. Postoffice Associations.
2. Civil Service Federation.
3. Civil Service Alliance.
4. Society of Civil Servants and Association of First Division Civil Servants.
5. Institution of Professional Civil Servants.
6. Temporary Staff Associations.

14. It shall be open to the authorities appointing the respective sides of the Council to vary their representatives.

15. The first Council shall be appointed to serve until the close of the Annual Meeting in 1921.

Casual vacancies shall be filled by the authority concerned, which shall appoint a member to serve for the remainder of the term for which the outgoing member was appointed.

OFFICERS

16. *Chairman and Vice-Chairman.*—The Chairman of the Council shall be a member of the official side; the Vice-Chairman shall be a member of the staff side of the Council.

17. *Secretaries.*—Each side of the Council shall appoint two of its members to act as Secretaries.

18. *Quorum.*—The quorum shall be 14 members on each side of the Council.

19. *Meetings, etc.*—The ordinary meetings of the Council shall be held as often as necessary and not less than once a quarter. The meeting in the month of October shall be the annual meeting. An agenda shall be circulated to all members not less than 14 days before the meetings of the Council. Business not on the agenda shall only be taken up by permission of the Chairman and Vice-Chairman. A special meeting of the Council shall be called by the Chairman or Vice-Chairman as required. The business to be discussed at such meetings shall be limited to matters stated upon the notice summoning the meeting.

20. The Council shall draw up such standing orders and rules for the conduct of its business as it may deem necessary.

OBJECTS AND FUNCTIONS

21. *General Objects.*—The objects of the National Council shall be to secure the greatest measure of cooperation between the State in its capacity as employer, and the general body of Civil Servants in matters affecting the Civil Service, with a view to increased efficiency in the public service combined with the well-being of those employed; to provide machinery for dealing with grievances, and generally to bring together the experience and different points of view of representatives of the administrative, clerical and manipulative Civil Service.

Functions

22. The scope of the National Council shall comprise all matters which affect the conditions of service of the staff.

23. The functions of the National Council shall include the following:

(i) Provision of the best means for utilizing the ideas and experience of the staff.

(ii) Means for securing to the staff a greater share in and responsibility for the determination and observance of the conditions under which their duties are carried out.

(iii) Determination of the general principles governing conditions of service, *e.g.*, recruitment, hours, promotion, discipline, tenure, remuneration and superannuation.

In the National Council the discussion of promotion shall be restricted to the general aspects of the matter and the principles upon which promotions in general should rest. In no circumstances shall individual cases be taken into consideration.

It shall be open to the National Council to discuss the general principles underlying disciplinary action, but there shall be no discussion of individual cases.

(*Continued on page* 555)

Need for Regular Saving Urged by Secretary Wilson

SECRETARY OF LABOR William B. Wilson has directed an appeal to organized labor to make the setting aside of a fixed sum for saving a part of the household system of every American wage-earner. Secretary Wilson pointed out the ease with which improved condition of life, financial independence, and greater security might be obtained through purchase of Government Thrift Stamps and Savings Stamps.

Secretary Wilson in his statement said:

To many thousands of Americans, the war has brought habits of thrift. When the Government issued its successive calls for funds to carry on the war, the people nobly responded. People who never seriously tried to regulate their expenses with a view to setting aside a fixed amount for saving, have, in response to the Government's call for assistance, established that item in their personal budgets, and thus under pressure of their country's need, they have acquired a habit of thrift that will bring its reward in improved condition of life, a feeling of independence and greater security.

Continued opportunity for keeping up the habit of saving is afforded by the Government's offering of Thrift Stamps and War Savings Stamps. Careful check on personal expenses will result in surprising ability to purchase these small certificates. Many a family will find in the accumulation of these obligations of the Government, the little nest egg that will start them on the road to competence.

It is the ambition of every American family to own their own home, to be able to feel the sense of proprietorship in their family hearthstone. The Thrift Stamps and War Savings Stamps accumulated through these years will give many the start that is needed. Long after the little denials and sacrifices have been forgotten, there will remain the years of enjoyment.

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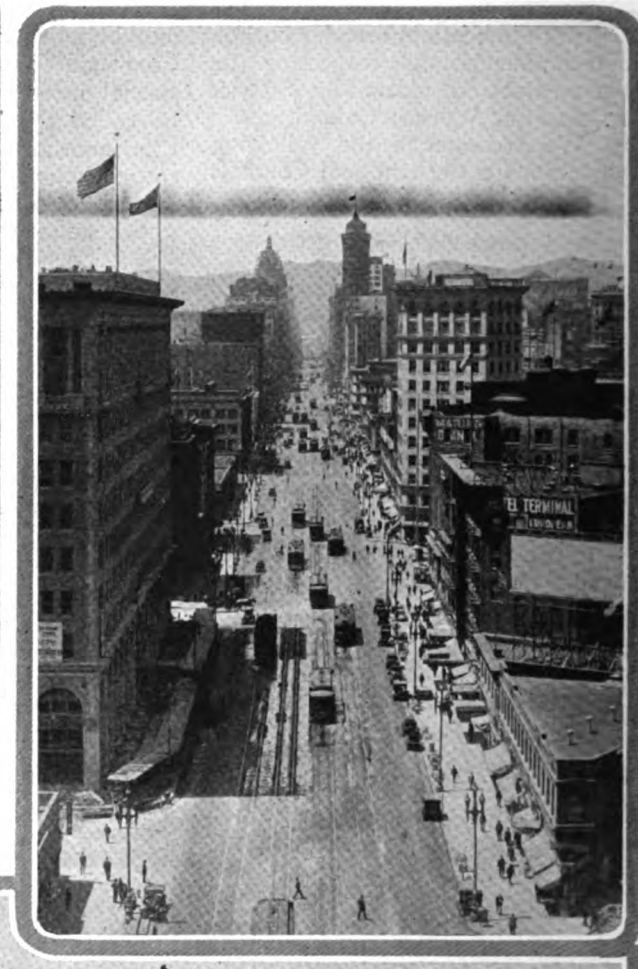

NOTABLE VIEWS IN SAN FRANCISCO

City Hall—Civic Center

Market Street Looking West

Auditorium—Civic Center. The Third Annual Convention of the
NATIONAL FEDERATION OF FEDERAL EMPLOYEES will be held in this building

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RECENT AIRPLANE VIEW OF A SECTION OF WASHINGTON, THE NEW BUILDING OF THE BUREAU OF WAR RISK INSURANCE IN THE CENTER

The New Treasury Annex is seen on the left of the group of buildings in the immediate foreground. Almost opposite, on the south side of Pennsylvania Avenue is the Treasury Department (not shown in the picture.) Only a moment's walk from this, at 1423 New York Avenue, is the new home of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES and of Washington Local No 2. In the extreme lower lefthand corner of the picture appears part of the White House with Lafayette Park just in front, across Pennsylvania Avenue.

The War Risk Insurance Bureau

A brief sketch of the Government Bureau that embraces "four of the largest businesses of the kind in the world," yet grew up over night, so to speak, increasing from 93 to 17,000 clerks in a trifle more than a year. The magnitude of the insurance operations alone is shown by the fact that more than 4,500,000 applications, totaling nearly $40,000,000,000 have been written—truly a stupendous record.

By ERNEST H. GREENWOOD

Special Assistant to Director and Secretary of Advisory Committee, Bureau of War Risk Insurance

THE BUREAU of War Risk Insurance, which has had a history unparalleled in either governmental or private business enterprise, began its career in September, 1914, in two small rooms in the basement of the Treasury building under the Customs Branch of the Treasury Department. It was created originally for the purpose of providing facilities for the insurance of American vessels and their cargoes against the risks of war in order that our foreign commerce might be carried on without interruption, and began business with a personnel of fifteen clerks, its activities being confined to the insurance of hulls, cargoes, and the lives of seamen against the war risk.

ENORMOUS EXPANSION OF BUREAU IN TWO YEARS

In September, 1917, the bureau had 93 employees. Then came the Act of Congress of Oct. 6, 1917, creating military and naval divisions, which embrace the insurance of soldiers and sailors, and granting of allowances of their dependents, and the payment of compensation benefits for disabilities and deaths. The bureau was immediately moved to the old Emergency Hospital building, and in November of that same year the Military and Naval Division moved to the new National Museum. Only a very limited amount of space was provided in the Museum building, and in August, 1918, on the personal request of President Wilson, the Board of Regents of the Smithsonian Institution closed the Museum to the public, rolled back the exhibit cases, and turned the entire space of 134,000 square feet over to the bureau.

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At that time the employees numbered more than 8,000 and by March, 1919, there were 17,213 persons on the payrolls, inadequately housed in eighteen widely separated buildings, of which the Insurance Division alone occupied four and the Accounting Division five. At the present time the bureau occupies five buildings with a total gross area of 575,000 square feet and employs approximately 15,000 persons.

BIG PROBLEMS PRESSED FOR SOLUTION FROM THE START

At first the problem of space, personnel, and equipment seemed almost impossible of solution. Prior to the Act of October 6, 1917, almost every available inch of space in Washington was already occupied. The securing of adequate housing was a tremendous task, and it was only by requisitioning a garage here, a skating-rink there, and a fourth-floor loft somewhere else, that any solution was ever arrived at.

The securing of the necessary personnel was even more difficult. Hundreds of thousands of applications for insurance and allotments poured in within two months after the passing of the amendment and required the immediate acquisition of thousands of clerks. War conditions and the draft had greatly reduced the man power available for civilian appointment.

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DIRECTOR R. G. CHOLMELEY-JONES

The reports of working conditions, living conditions, and transportation difficulties in Washington made many people unwilling to come here. The Civil Service Commission, powerless to meet the demands made upon it, suspended its rules, and the bureau in competition with other government departments sent out labor scouts to practically all of the large cities. The section of appointments kept in constant touch with a large number of employment agencies, typewriter agencies, and other help-supplying sources and advertising of all sorts was tried. Good clerks, indifferent clerks, and bad clerks were taken on. Absolutely green clerks, without any office experience whatever, were engaged and sent on to Washington and still the cry was for more clerks. Many of those who came, unable to find suitable homes here, resigned and left. In spite of Herculean efforts to secure more employees, accompanied by a constant lowering of employment standards, it was not until after the signing of the armistice that the Personnel Division was actually able to fill completely the requisitions made upon it.

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HON. CARTER GLASS, SECRETARY OF THE TREASURY

The bureau had grown from a single office employing 93 clerks to an organization of more than 17,000 in a little more than a year.

The supplying of the furniture and equipment required to take care of this extremely rapid growth was another big problem, due to the tremendous demand for office equipment and the difficulties of railroad transportation during the war. It was necessary to take what could be had, without any idea of standardization, and the approximately five miles of file cases which are now required to accommodate the records of the bureau are of every conceivable variety, ranging from the best standard equipment to the very cheapest grades.

The difficulty of securing desks and tables necessitated in many cases six clerks working at one 6-foot table. For months when cabinets could not be secured, cardboard envelope boxes and tables were used to hold the millions of index cards in the various divisions. Typewriters were exceedingly scarce. They were requisitioned from every known make.

MARINE INSURANCE ONE OF THE BUREAU'S ACTIVITIES

It is difficult to realize the magnitude and scope of the War Risk Insurance Act, and to understand that within the Bureau of War Risk Insurance there are four of the largest businesses of their kind in the world.

The first could properly be termed a Marine and Seamen's Insurance Company, which wrote war-risk hazards on hulls, and cargoes, and the lives of seamen.

At first only American vessels were insured, but on July 15, 1918, the scope of the bureau was enlarged so that the bureau could insure foreign-owned vessels, if requisitioned by the United States Shipping Board, or if chartered by an American citizen with an obligation to secure War Risk Insurance.

This division did not write marine insurance but wrote the War Risk Insurance only; that is, it did not write insurance covering the perils of the sea, and the usual risks of jettison, barratry, theft, etc. It wrote merely the risk arising from submarines, raiders, and other war hazards, superimposed on regular marine insurance. Since September, 1914, the Marine Division has issued altogether a total of $2,067,112,116 worth of insurance—the net hull insurance amounting to $1,203,890,723. It has insured a total net on cargoes of $840,332,593,

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ASSISTANT DIRECTOR JOUETT SHOUSE

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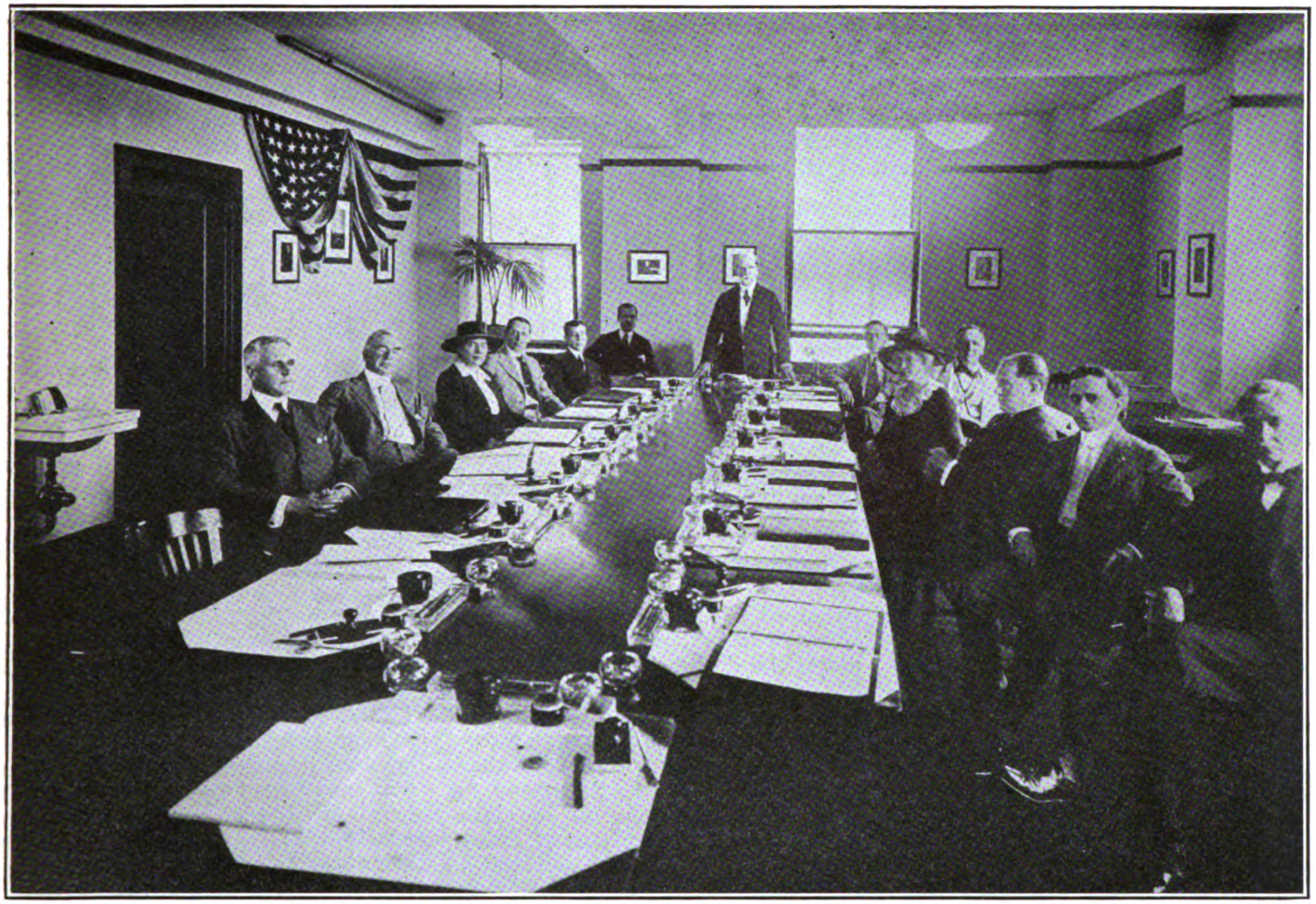

Copyright Harris & Ewing ADVISORY COMMITTEE OF THE BUREAU OF WAR RISK INSURANCE

From Left to right: ELLIOT GOODWIN (acting for President Homer Ferguson); COLIN LIVINGSTONE, HANNAH PATTERSON, GROSVENOR B. CLARKSON, NEWTON D. BAKER, R. G. CHOLMELEY-JONES, CHARLES EVANS HUGHES, ERNEST H. GREENWOOD (Secretary), JOSEPHUS DANIELS, MRS. AUGUST BELMONT, H. P. DAVISON, MATTHEW WOLL, JOHN D. AGAR.,

of which $449,157,720 was on American cargoes and $391,174,822 on foreign-owned cargoes.

In addition to insurance on hulls, cargoes, and on the lives of seamen against the war risk, the Marine Division has also insured the owners of vessels against loss which they would suffer in loss of freight providing that the vessel did not complete her course. The total insurance issued of this class has amounted to $22,808,000.

The Marine Division has collected a total net premium of $46,746,409. The total losses paid have been approximately $30,000,000 and the division is now carrying an estimated amount of $661,000 of unpresented claims. The actual operating expenses up to May, 1919, have been $174,845, the division having earned a net profit of approximately $16,000,000.

The seamen section of the Marine Division issued life, accident, and detention insurance on the officers, masters, and crews of American marine vessels under certain conditions. They were covered by life insurance only if they were killed as a result of a risk of war; by injury insurance if they were injured as the result of a risk of war; and detention insurance if they were captured—that is, their wages were paid while they were detained. This section insured 192,894 lives. This does not mean that so many seamen were insured but that so many policies were issued. Many of the men were insured several times; that is, they were insured every time they took a voyage.

At the present time the Marine Division has ceased underwriting and will operate only so long as necessary to settle all losses. Losses at the present time are only in cases in which legal questions are involved, and most of these are on losses of cargoes or for foreign claimants.

IMMENSE BANKING BUSINESS A FEATURE OF WAR RISK BUREAU

The second business is a stupendous banking business in the Allotment and Allowance Division. Since the beginning of the war in 1917 this division has handled 4,391,000 applications for government allotments and allowances. Allotments refer to that portion of an enlisted man's pay which he allots or assigns to his dependent relatives, while the allowance is a sum of money which the Government adds to that allotment for the same dependents. Allotments are divided into two classes. Class "A," or compulsory allotments, which are made to the wives and children of enlisted men, and which an enlisted man is compelled by the Government to allot if he has a wife or children. In this case the government allowance is added as a matter of course if requested by the enlisted man; the second class, or Class "B" allotments, is a voluntary allotment made to parents, grandparents, brothers, sisters, grandchildren. The allowance by the Government is added in this case only upon condition that the allottee is dependent in whole, or in part, upon the enlisted man for support. War risk allotments cannot be made to persons who do not belong to either one of these two classes.

Up to the present time about $271,000,000 has been paid in allotments by the Division of Allotment and Allowance, and $237,000,000 has been paid on account of allowances; 1,649,112 enlisted men asked for allotment, while 2,742,706 asked no allotment. This has involved the forwarding of 16,700,000 checks, and has made nec-

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essary the receipt and filing of approximately four and one-half million forms.

ADJUDICATION OF CLAIMS FOR DISABILITY AND DEPENDENCY

The Division of Compensation and Claims, which includes compensation, claims, and a medical section, might be termed the Liability Company of the Bureau. This division is responsible for the adjudication of all claims for disability and dependency, either of those who have been killed or those who have been disabled or who are diseased. It is also charged with the duty of settling all insurance claims under the contract of time insurance. The medical section gives the medical attention and advice authorized to the disabled soldier under Article 3 of the act, and also suitable advice with reference to Article 4.

Up to October, 1918, there were filed with the Division of Compensation and Claims approximately 50,000 claims of all kinds; that is, both death and compensation claims. This included a large proportion of the claims due to the epidemic of Spanish influenza. Since then and up to the present time the division has had more than 250,000 claims. Of the total number of claims received about 115,000 are for insurance, the balance being for compensation. At the present time there are pending about 123,000 cases, and out of each case may come several claims for which awards will have to be made. In about 8 per cent to 10 per cent of all cases the bureau is unable to communicate with the claimants themselves or with their dependents, for various reasons.

By reason of the periodic payments which are made not only in insurance but also in compensation cases it is necessary for this division to maintain a constant correspondence with all of the cases; changes of address, changes of conditions in the family, such as a birth or a death, may cause such changes that the division must be kept constantly in touch with them, and even today the division is receiving approximately 1,000 pieces of mail per day under the first 30,000 awards that were made. At the present time the division is receiving approximately 900 cases a day and approximately 9,000 to 10.000 pieces of mail.

AS AN INSURANCE COMPANY THE GREATEST OF ALL

Fourth, the Insurance Department of the Bureau of War Risk Insurance is the largest life insurance company in the world.

On October 6, 1917, when Congress authorized the establishment of a Military and Naval Division of the Bureau of War Risk Insurance, there were already in the service 1,500,000 men, all of whom were prospective policyholders. Under the terms of the act these men were granted 120 days in which to make application, and all men entering the service after October 6 were allowed 120 days after the date of enlistment in which to apply for this insurance.

The Insurance Division was confronted with the necessity of creating an organization for carrying on insurance simultaneously with the other duties of engaging in actual insurance activities. In order words this division was called on to perform the very remarkable feat of building up an organization and operating it at the same time. An idea of the magnitude of this government institution may be had by noting the fact that on January 1, 1919, the largest nineteen American insurance companies had outstanding a combined amount of approximately $20,000,000,000 of insurance compared with nearly $40,000,000,000 of war risk insurance in force; furthermore, the business of the American life insurance companies, which had taken many of them over fifty years to establish, was obtained by experienced and numerous agency forces operating in all the large cities of the United States, while, on the other hand, the Insurance Division, which had no qualified agents and had to rely upon a force of men who in many instances had no insurance experience, had succeeded in underwriting over $40,000,000,000 of insurance within the remarkably short period of one and a half years after it was first established. Seven weeks after the act was approved 150,000 applications for more than $1,292,000,000 of insurance had been received; on January 1, 1918, this had increased to 330,000 applications for $2,848,000,000; and by February 28, 1919, five months after the act was passed, 1,310,000 applications for $10,600,000,000 of insurance had been received.

The largest number of applications received in a single day was on February 14, 1918, St. Valentine's Day, when over 54,000 applications were received, amounting to over $501,000,000 of insurance, which was more, with the exception of one company, than was paid for during the entire year of 1918 to any insurance company in the United States.

At the present time approximately 4.539.000 applications for $39,669,000,000 of insurance have been written. The maximum amount provided under the act was limited to $10,000 to each individual, while the average amount taken by each individual is $8.739.

In one insurance company last year the average insurance was $2,875, and this year insurance is being written in the average rate of $3,400 per policy, while the combined outstanding written life insurance of the largest nineteen American insurance companies averages about $2,200 in 1918.

Prior to the date of the armistice the bureau had no responsibilities for the collections of premiums, as the payments were made by deduction in the pay vouchers of the man in service. In but a few cases were the payments made direct. The estimated premium receipts up to December, 1918, were $200,000,000, of which $150,000.000 came from the Army and Navy.

The handling of this business has required more than 30,000,000 individual records, requiring five miles of file cabinets 4½ feet high, and over 4,000 typewriters in constant use. If the women employees of the bureau stood finger to finger tips, they would extend over thirteen miles. If the amount of insurance issued by the bureau was in dollar bills, joined end to end, the line thus formed would extend to the moon and back over seven times. Since the first of January it has received and answered over 4,000,000 pieces of mail, while 106,000 claims totaling over $900,000,000 have been received and approved. This does not mean that this amount of money has been, or will be, immediately disbursed, because war risk insurance is payable in monthly installments extending over twenty years.

WAR RISK INSURANCE A SAFEGUARD TO OUR HOMES

In a speech delivered before the New York Underwriters' Association April 1, 1919, Mr. William Macfarlane, actuary of the Bureau of War Risk Insurance, speaking of the forms of converted insurance now being offered by the bureau, said:

The forms of converted insurance are officially known as United States Government Life Insurance, and it should not be forgotten that the strength of the United States is a security for these policies, and that the premiums are lower than those charged by any company for participating insurance with similar benefits.

We must not forget that however well the Government has provided for insurance in time of war to cover those in its military or naval service, it should be our endeavor to have as much as possible of this insurance converted and carried by the men in civil life.

The design of the policy form depicts scenes of military and naval activities, and will bring back to many a man memories of the strenuous times through which he has passed in this world war. It is hoped that in the years to come the war risk policy will be a safeguard to the homes of this beloved land of ours just as much as it was one of the means of sustaining the civic fabric and morale of our people, as General Pershing has told us, when we were in active warfare.

There are no politics in this war risk insurance. It is an instrument of protection for those who have protected us and of whose achievements we shall be forever proud.

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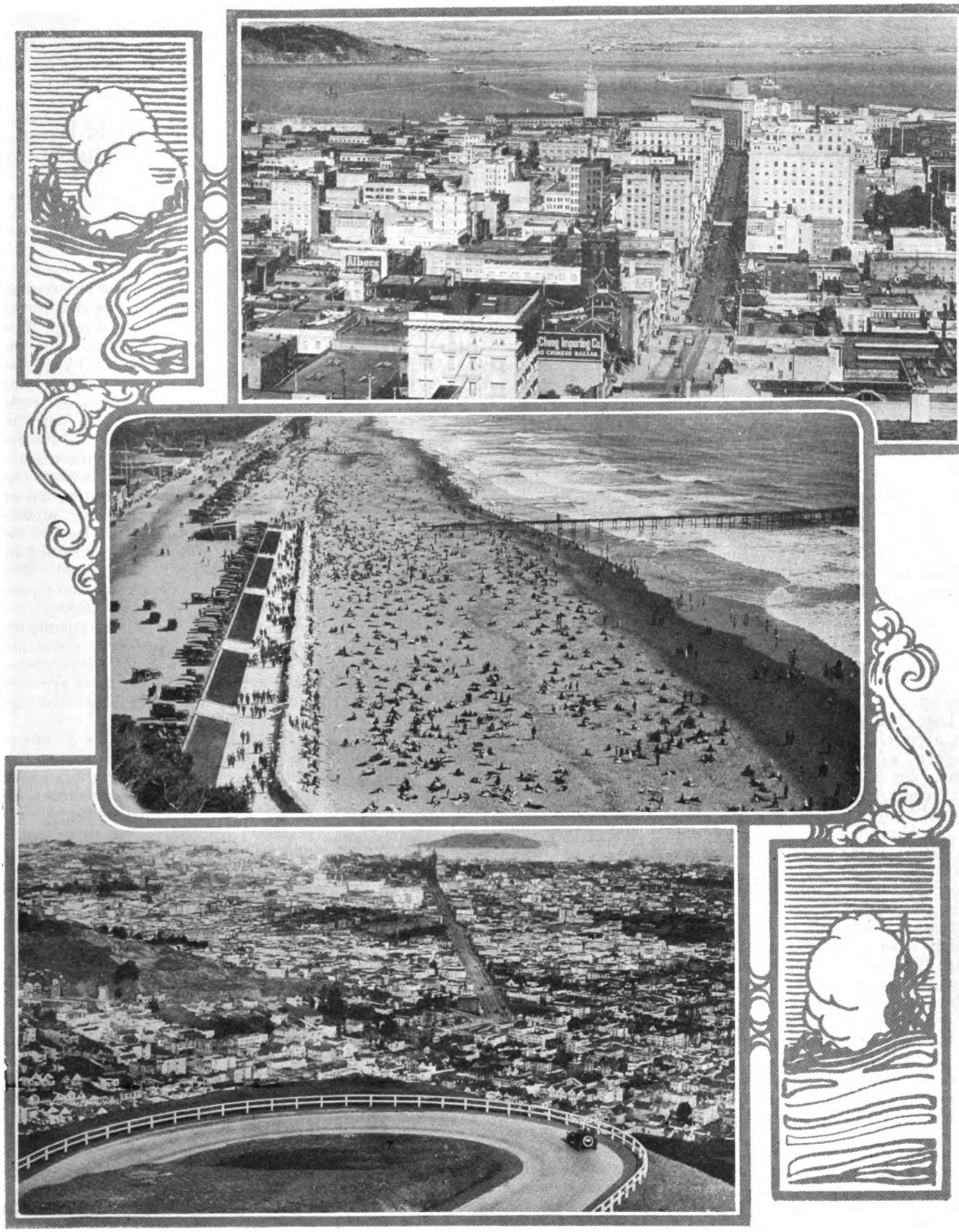

NOTABLE VIEWS IN SAN FRANCISCO

From Nob Hill
Cliff House Beach
Scenic Boulevard, Twin Peaks

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A Budget System

The adoption of a budget system for the United States is near at hand. This should be of particular concern to all federal employees. The introduction of this reform will have much effect on H. C. L. Excess profits tax discussed

By HON. MEDILL McCORMICK

Chairman of Special Committee on Budgetary Reform, U. S. Senate

THE WHOLE country has become aroused to the need of a reform in our system of governmental finance. We are to have a budget system, and we are to have it enacted into law and put into effect in the very near future. Just as the country at large is interested in this question, so is the employee of the Government. No group of men and women among the taxpayers (and in these days everyone is a taxpayer) has so vital an interest in the creation of a sound budget system as the mass of permanent employees of the Government, for they not only pay taxes for the support of the Government, but in turn they derive their support from the Government, and it is essential to their welfare that the great business enterprise of which they are a part is a financial success.

There has been created by the Senate a Special Committee to consider the need of budgetary reform. This committee is now at work collecting data concerning the various governmental budget systems in other countries. America is practically the only civilized country without such a system today. The committee will soon proceed with the work of collecting data on the workings of the budget systems of those of our own states which have adopted such systems. Then the committee will proceed with hearings on measures for the establishment of a budget system for the United States. It is my hope, as well as that of the other members of the committee, that we shall have our work completed in time to present a report to the Senate when the regular session of Congress convenes in December, or if not then, by the first of the New Year at the latest.

For years the United States has gone along levying taxes and spending money without taking into account the relationship between moneys raised and moneys expended. No business, however large or small, could be conducted successfully along such lines; and everyone admits that the business of our Government has not been successfully conducted in its financial aspects, however much we may differ regarding other features of administration. In all regulated families there is a strict relation between income and expenditure. There has to be such a relationship or the

HON. MEDILL McCORMICK

family will go on the rocks. The wife must know what the husband makes and she must keep her household expenditures within that sum, just as he must keep his personal expenditures within the difference between the total salary he receives and the total amount expended for living. For most families of small incomes this has been a most difficult procedure during the last few years, and no small part of the difficulty can be traced directly to our faulty system of governmental finance.

As every employee of the Government knows, there now is no relation between income and expenditure in the Government. There is no relation between the work of the various departments and their individual expenditures, and in many cases within the departments themselves there is little coordination or correlation. Each year Congress receives a group of estimates, containing proposals for appropriations for all of the departments. But this group is merely an accumulation of the estimates prepared by the departments themselves, through their various bureaus. It has not been revised, revamped, or edited by anyone with authority to cut out overlapping appropriations, duplications of work, or unnecessary amounts. When this reaches Congress the estimates are immediately split up among the various committees, which never consult one another during their consideration of their particular items. The process continues until finally the last of the great appropriations bills is signed by the President. Then and only then does the Government know and do the people learn how much Congress has authorized to be expended during the next fiscal year, and even these authorizations are not final, for always, from every department, there are supplemental estimates right through every session of Congress.

Personally, I believe in a budget system where there is full executive responsibility for appropriations asked from Congress; where Congress assumes full responsibility for appropriations ordered; where there is full executive responsibility for all suggestions for the raising of new revenue; and where Congress assumes full responsibility in acting on those suggestions, either by accepting them or rejecting them and substituting measures of its own. Today there is little responsibility for either appropriations or revenue, and the people fully realize it.

After it has collected all the data obtainable on the budget systems of other countries and our States, the Senate Committee will have presented to it for consideration a series of measures fixing executive responsibility in the matter of recommending appropriations and taxes and fixing congressional responsibility for their authorization. In addition there will be a measure granting to Congress the right to review the manner in which the money appropriated by it is expended, for the purpose of determining whether the appropriations were properly spent or whether they were actually necessary, or whether they should have been larger or smaller.

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These measures if enacted into law will have as much effect as any other plans for the reduction in the cost of living. Every cent we add to our governmental expenditures is another cent taken from the pockets of the taxpayers, either directly or indirectly. If we reduce expenditures $1,000,000,000 annually, we reduce taxes just so much. That means $10 for every man, woman and child in the United States. If we increase expenditures $1,000,000,000 annually, it means that sooner or later we must tax every man, woman and child in the United States the sum of $10 to pay the bill. That statement is one of simple mathematics, based on the theory of direct taxation. But most of our taxation is indirect, and when we collect a billion dollars in taxes through indirect methods, we often pave the way for profiteers to take from the pockets of the people several billions ostensibly for the purpose of paying their taxes of one billion.

Senator Thomas, of Colorado, recently read to the Senate a letter from a constituent which illustrated this perfectly. This constituent pointed out that *theoretically the Government purposed to collect 80 per cent of the excess profits of certain concerns, but that actually it compelled the people to pay 400 per cent increases to these concerns in order that they might continue to earn the same net revenues as they earned before the excess profits tax was levied.* [Italics by the Editor.] Thus if a concern earned $200,000 before the excess profits tax was levied, in order to earn the same amount, tax free, following the levying of the excess profits tax, it had to collect an additional $800,000 from the public. I do not say that this plan has been carried out by all industries subject to the excess-profits tax law, but reference to the financial statements of many of them will indicate clearly that profits, after all taxes have been paid, have been growing during the last few years. [Read in this connection statement by Chairman Basil M. Manly, of the National War Labor Board, page 566.—EDITOR.]

Whether or not the theory of the excess-profits tax is wrong, or whether the theory if right was wrongly applied, is a matter for Congress to consider through another committee than that of which I am chairman. But there is no question as to the soundness of the proposition that the Government's expenditures should be brought within its income, just as there is no question as to the correctness of the statement that every additional expenditure of the Government means an addition to the cost of living, just as every economy put into effect by the Government should be reflected in reduced taxes and through them in aggregate net income of our families.

There is only one way to establish a proper relationship between expenditures and income, and that is through the creation of a budget system based upon full executive responsibility.

Chain Stores in the Public Interest

Why not a system of chain stores conducted by the Government, or under government regulation, to benefit the people and break down profiteering?

To the Editor:

May I be allowed to suggest the following, which occurs to me as one of the possible remedies for the present distressing pressure upon all whose incomes are small?

It is well known that various big business houses have been for years carrying on their business through great chains of stores scattered over the country, and evidently meeting with great success. The foundation of their success seems to be lower prices for good merchandise than the public have to pay elsewhere. Would not similar chains of stores, started by the Government and carried on under government supervision, and so subsidized, either directly by the Government or by persons of large means who are willing to help in this needed work, as to enable the stores to sell very decidedly below the present prices, do much to break up profiteering, and lift a great financial burden from the backs of a suffering people?

I think the number of such stores and their geographical location should be such as to have a very decided influence on all prices which are in most need of change. Other stores might still be left free to sell at their own prices to all who wish to patronize them; but those who need low prices should be able to find them. When the subsidized stores have taken the masses of the people safely over this crisis they might be placed in the hands of good, thoroughly honest and public-spirited men who will run them as they should be run, under the supervision of the Government as long as advisable.

CITIZEN OF THE DISTRICT.

Washington, D. C.

NOTE.—In connection with the foregoing communication the fact should be noted that this "Citizen of the District" must have sensed what was coming, as this letter was received several weeks ago, before the agitation of the subject of government chain stores.—EDITOR.

Wish—I heard today that Minerva sprang from the head of Jove.

Wash—Yeh, sort of an extract from the bean, as it were.—*Widow.*

Employees and Management

(*Continued from page* 519)

the world than it did to the people who were doing the work, and whose daily life was being fixed and determined by the policies decided upon, and that certainly there was no greater contribution to carrying on the work than the contribution of the labor with which the work was done. So that, throughout my dealings with these problems, I have done it in that spirit of cordial sympathy with the movement toward labor organizations, and with the working of these things out in an orderly way through the labor organizations.

Very great progress has been made as a result of the war, and the ensuing of government control of railroads, in establishing the wages and working conditions of employees on the American railroads on a much better basis than before. You gentlemen, representing one of the oldest and most experienced and most thoroughly entrenched of the railroad organizations, have experienced that less personally than the other classes of employees who had not made similar progress at the time federal control began. But the movement, as a whole, has meant a vast amount of labor as a whole, and it has been a satisfaction to me to have a part in seeing that movement go forward, and, indeed, in taking part in the movement and in the improvement which has resulted from it.

Now, it follows, of course, that when we recognize the principle that the employees are entitled to a voice in the determination of these policies, as to wages and working conditions, they, of course, become interested in the conditions which must be considered in reaching a proper decision. And since you have given me the privilege of talking to you, I felt that in some respects I occupied toward you the attitude that the president of a big industrial corporation would occupy toward his stockholders, because his stockholders would determine the policies to be adopted and the president would explain to them what the conditions were, so they could have those conditions in mind when they were reaching their decision, and in like manner you, having come into the position where you constitute such an important voice in the determination of these matters, would likewise be interested in considering the underlying conditions which must be dealt with in reaching a correct conclusion.

Shocking

"I want a light fruit lunch."

"How would some electric currents do?"—*Selected.*

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National Federation of Federal Employees

AFFILIATED TO THE AMERICAN FEDERATION OF LABOR

HEADQUARTERS:

1423 NEW YORK AVENUE, NORTHWEST

WASHINGTON, D. C.

Official Organ of the Federation: THE FEDERAL EMPLOYEE, published weekly by the Federation

The Story in Brief of a Great and Rapidly Growing Organization

(From The Washington, D. C., "Times")

"The aims of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, plans for action during the coming session of Congress, the reforms accomplished, and the growth of the organization from a handful of members to a great federation including 50,000 government employees, were explained by Luther C. Steward, President, in an interview recently given a representative of *The Times*.

THE FEDERATION'S IMMEDIATE PROGRAM

'For the present,' said Mr. Steward, 'the NATIONAL FEDERATION OF FEDERAL EMPLOYEES is working for the following: A living wage for all government workers; retirement with pay for all superannuated employees; standardization of duties and wages and automatic increase in pay based on merit; a federal personnel board, with authority to adjust salaries and conditions of employment as circumstances warrant (the employees having representation on such board); equal pay for equal work for government employees, men and women; equal suffrage, greater political freedom for federal employees, a real merit system, including a non-partisan civil service commission to succeed the present bi-partisan commission, and a training school where all government employees may be given an opportunity to study for executive positions—this school to be maintained by the Federal Government.

LARGE RESULTS ALREADY OBTAINED

'Among the changes which were brought about, largely through the activity of the unions, are the following: The defeat of the Borland amendment which proposed to lengthen the working hours of the government employee without increase in pay; in 1917, an increase in salary of 10 per cent for a year for all government employees receiving $1,200 or less and an increase of 5 per cent for one year for all government employees receiving from $1,200 to $1,800 salary a year; at the next session of Congress a flat increase of $10 a month for a year for all government employees receiving up to $2,500 annually.

'At the last session of Congress the Federation asked an increase of $1 a day in pay for all government workers; a measure containing provisions for a $240 increase or bonus was passed. The Federation also succeeded in obtaining the inclusion of the War Risk Bureau in the benefits of this measure. The clerks of that bureau obtained $120 in addition to their basic salary. The Federation has also been active in urging salary reclassification, and it was largely because of the Federation the Joint Committee on Reclassification of Salaries was created.

THE NOLAN MINIMUM WAGE BILL

'The Federation also urged the passage of the Nolan measure providing for a minimum wage of $3 a day for all adult full-time employees. This bill passed the House, but because of the congestion of business during the closing hours of Congress was not acted upon by the Senate. This measure will be reintroduced during the coming session and, we expect, will be passed by both houses, signed by the President, and become law.

[The Nolan bill has since again passed the House.]

THE ORGANIZATION STILL IN ITS INFANCY

'THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES was granted a charter by the American Federation of Labor in September, 1917. The first local was organized in San Francisco in January, 1913, shortly after government employees were given the right to organize. The first Washington local was organized in 1916, and is known as Local No. 2. Locals Nos. 3 and 4 are located in Milwaukee and New York, respectively. In the fall of 1917 the American Federation of Labor granted a charter to the organization, composed of forty locals, and the independent local organizations were affiliated with the national labor organization. This took place after a convention of the locals was held in September, 1917.

AN IMMENSE GROWTH—STRIKES PROHIBITED

'There are approximately 50,000 Federal employees in the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, about 25,000 of whom are employed in the National Capital. This number is being constantly increased. There are four locals in Washington and 130 [now 144] locals distributed among forty-one [since increased to forty-three] States.

'The constitution of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, and the constitutions of all the local unions prohibit strikes against the United States Government, and also prohibit the union from aiding in any strike against the Government.

'The primary basis of the Borland fight involved a labor problem—increased hours without increased pay, and a change of conditions of employment on the part of the employer without consulting the employee.

AMERICAN FEDERATION OF LABOR HELPFUL

'The American Federation of Labor came to the rescue of the federal employees at the critical time and gave the help needed to defeat the Borland amendment. Out of this affiliation the cooperative association of federal employees became the Federal Employees Union.

AFFILIATION SATISFACTORY

'A careful study of our problems will show that nearly all of the larger ones are labor problems. Our affiliation with the American Federation of Labor has been most satisfactory. Every possible help has been given us by that organization, and we owe it much.

BROAD PURPOSES OF THE FEDERATION

'The NATIONAL FEDERATION OF FEDERAL EMPLOYEES was not formed to coerce the Government, but to cooperate with it whenever possible, nor is there anything in the union as organized antagonistic to the Government. On the contrary, the union stands for the highest possible efficiency in governmental affairs, and has become, it is believed, a helpful factor in promoting efficiency in the executive departments.

'The Federal Employees Union is a cooperative business agent for the civil service employees of the United States Government. The general purposes of the union are to protect all government employees from injustice and to promote their interest generally as government employees and to aid the Government in establishing efficiency in administration.'"

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RADIO LABORATORY, BUREAU OF STANDARDS, WASHINGTON, D.C.

Bureau of Standards' Radio Work

How the Great War was won in the laboratories of the Bureau of Standards in Washington as well as on the battlefields of France. The miracle-working direction finder and electron tube, Edward Bellamy's dream of universal telephony a dream no longer.

By J. H. DELLINGER
Physicist in the Bureau of Standards

NOTHING IS more certain than that space will be completely annihilated, and any two persons anywhere will be able to talk to each other. The instrument used will be the ordinary telephone now in our homes. Whether a person is on an airplane, under or on the ocean, or in a desert or mountain place where wires cannot be run, he will be able to talk with anyone he wishes. The means of doing all this are now in the hands of our scientists. This is one of the undeniable gains that has issued from the intense development of radio communication during the war.

MOBILIZATION OF MEN OF SCIENCE FOR WAR WORK

A few glimpses of the work which Uncle Sam's great scientific laboratory was concerned with during the war may be the best approach to an understanding of the kind of radio work which the Government does. At the beginning of the war America was far behind other countries in the application of the most advanced knowledge to warfare. In the sudden necessity of fashioning the instruments of war science led the way. An interesting story might be written of the mobilization of the scientists in the early part of the war. Groups of scientists were exchanged between France, England, and America; scientific attachés were added to the military and naval attachés at the embassies in London, Paris, and Rome.

The most notable of the scientific groups which visited America was the French Scientific Mission, which came early in 1917 immediately after we entered the war. In this group was Prof. Henri Abraham, of the University of Paris, who has been the leader in applying electrical science to radio apparatus for war purposes. This Mission brought a large quantity of scientific apparatus, which was set up and demonstrated to Army and Navy officers and selected scientists at the Bureau of Standards in Washington. A false impression has existed in the minds of many people that scientific devices used in warfare are principally deadly or horrible instruments. Thus it was rumored that the French mission brought with them poisoned bullets and other diabolical devices. As a matter of fact, the nearest to anything of this sort which was brought was a bomb-dropping mechanism which, after all, was purely a sort of mechanical trigger for releasing a bomb from an airplane. This does not mean that science escapes guilt in the destruction of enemy peoples. A simple radio transmitter on an airplane may transmit the range of an enemy position, and an instant later a hundred men be slaughtered by a gun ten miles away. Without scientific instruments this destruction would be impossible. Certainly it is not only the man who pulls a trigger or jabs a bayonet who is responsible for dealing death to the enemy. It is a fact that the collapse of Germany was due, in large part, to the superiority of allied science. This should settle forever the fallacy often stated and widely believed, that Germany led the world in science. It has been known for years among scientific men that this was not true, and mankind has much to be thankful for that French, American, and other scientists were not behind the Germans.

THE PART PLAYED BY RADIO IN MODERN WARFARE

The absolute necessity of radio in modern warfare is apparent when one considers the tremendous complexity of the fighting methods. The use of artillery is not at all the mere pulling of a trigger by a man who looks at his target; the use of big guns involves not only the properties of gunpowder and the use of ballistics, but also depends on aviation, radio, meteorology, map-making, and many other sciences and arts. The gunner does not see the object of his shot nor does he see even

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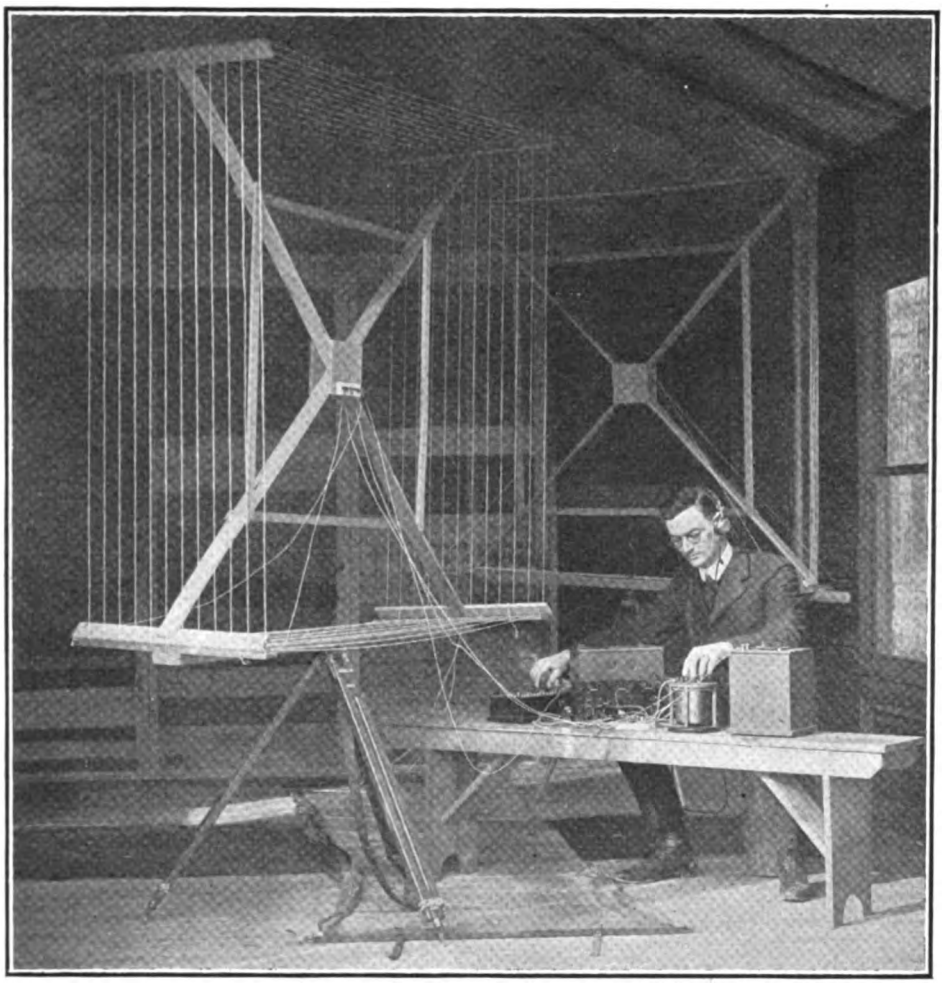

CONDUCTING EXPERIMENTS AT BUREAU OF STANDARDS STATION ON ACCURACY OF DIRECTION FINDER

the airplane which is watching the mark and telegraphing results of his shots to him. All methods of conveying signals are used, from the most primitive to the most advanced, from the use of a human courier to the use of electric waves. Radio has been used not only to give orders, direct battle, and listen to the communications of the enemy, but also for purposes so widely diverse as the issuing of propaganda, the conduct of armistice negotiations, and the saving of ships at sea. In the several allied countries large laboratories were established for the investigation of radio waves and the development of apparatus which would utilize them in the most efficient manner. Existing scientific laboratories were utilized for research on the more fundamental principles and instruments, and the military services established special laboratories of their own to design the military equipment.

BIG PROBLEMS TO BE SOLVED WHEN WAR CAME

When this country entered the war, the Bureau of Standards was ready with methods, apparatus, and trained personnel for the solution of many of the fundamental problems which confronted military men. Among the problems which had to be solved, and solved quickly, were: (*a*) The establishment of high-power transoceanic radio systems for use in case all the cables should be cut; (*b*) the development of low-power radio equipments which should send out just enough but not too much power to communicate in the congested area of any given sector at the front; (*c*) the location of enemy radio stations and airplanes, submarines, and ships; (*d*) communication with and from submarines, particularly when totally submerged; (*e*) the production of radio apparatus which could be easily carried and yet comprise everything necessary to make the most effective use of radio waves; (*f*) the training of great numbers of men in a complex and rapidly changing subject.

IMPORTANCE OF ELECTRON TUBE AND DIRECTION FINDER

Fortunately, certain radio devices existed which gave promise of solving a number of the more important problems. Among the most noteworthy of these devices are the electron tube and the direction finder. The first of these, the electron tube, is a device which makes possible radio telephony. The direction finder is a simple apparatus which not only receives the radio waves but which can also be turned in such a way as to determine the direction from which the waves come. While these devices were known they were imperfect, their principles were only slightly understood; yet both scientists and military engineers saw in them the promise of great utility and the solution of problems which would give our army great superiority over the enemy. Much has been done in the application of the best scientific knowledge to the development of these instruments.

The direction finder now used is ridiculously simple. It is nothing more than a coil of a few turns of wire. To this is attached detecting apparatus which converts the wave which falls on the direction finder into a sound that is heard in a telephone receiver. The direction finder receives the wave in the same way as the more familiar antenna, which is seen in connection with most radio stations. It is a much smaller structure, being in fact usually only about 4 feet by 4 feet in size. It is not as powerful a receiver of the radio waves, but its great advantage is that it determines the direction. The wave produces electrical action in the coil only when it is placed in the line of the advancing wave. If it is rotated so that it lies across the line of the wave, no effect is produced. As one turns the coil the received signal changes from a certain maximum loudness to a weaker and weaker and finally zero sound. From the position of the coil, when the sound is thus reduced to zero, one easily determines the line of direction of the wave. In brief, one may say that the current circulates around the coil instead of oscillating up and down as in an antenna. This simple apparatus was in constant use to locate the position of enemy radio outfits in the trenches, on ships, in the air, and under the ocean, with the result that many were destroyed.

THE REMARKABLE DEVELOPMENT OF THE DIRECTION FINDER

What were the scientific problems in the development of the direction finder? In the first place it was necessary to determine how accurately the direction could be found. Was this accuracy sufficient to make it possible to aim a gun so as to destroy the transmitting station? Was it sufficient to replace the magnetic compass on a ship? (By the way, this use of the radio direction finder in navigation has led to the name generally adopted among naval and flying men, the "radio compass.") Another important practical problem was the determination of the absolute direction of the transmitted wave. That is, could the direction finder determine not only the

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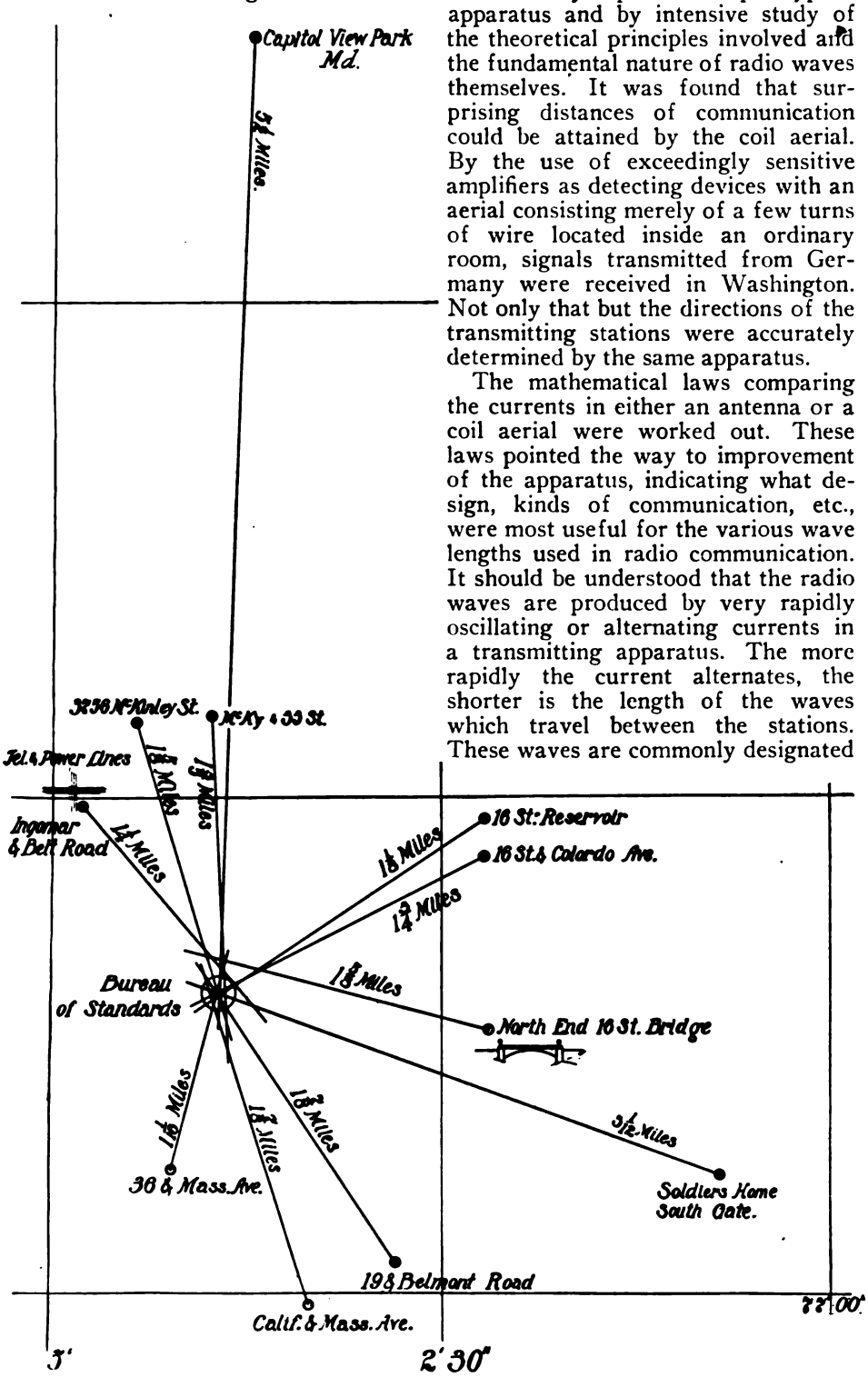
line of transmission of the wave but also from which of the two possible directions along that line the wave came? Other questions were: What was the best detecting apparatus to use with this receiving device? How



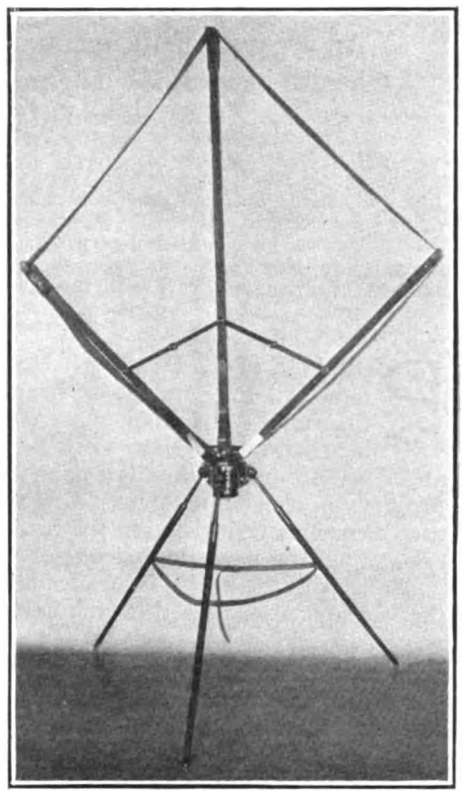
RESULTS OF DIRECTION-FINDING EXPERIMENTS

did it compare with an antenna of a given size in the receiving of weak signals? What could be done to replace the antenna with this simple coil aerial, not only for a receiving but as a means of transmitting radio waves?

Among the investigations at the Bureau of Standards, in consequence of these and similar practical questions, was a study of the relative advantages and applications of the coil aerial and the ordinary antenna as a radiator and receiver of radio waves. This was done both by experiments upon typical apparatus and by intensive study of the theoretical principles involved and the fundamental nature of radio waves themselves. It was found that surprising distances of communication could be attained by the coil aerial. By the use of exceedingly sensitive amplifiers as detecting devices with an aerial consisting merely of a few turns of wire located inside an ordinary room, signals transmitted from Germany were received in Washington. Not only that but the directions of the transmitting stations were accurately determined by the same apparatus.

The mathematical laws comparing the currents in either an antenna or a coil aerial were worked out. These laws pointed the way to improvement of the apparatus, indicating what design, kinds of communication, etc., were most useful for the various wave lengths used in radio communication. It should be understood that the radio waves are produced by very rapidly oscillating or alternating currents in a transmitting apparatus. The more rapidly the current alternates, the shorter is the length of the waves which travel between the stations. These waves are commonly designated by the wave length. The waves ordinarily used are from a few hundred feet to a few miles in length.

One of the results of this research on the direction finder was to provide a way of selecting the particular wave which it is desired to receive and excluding others. By turning the direction finder so that its direction is such as not to be affected by a particular wave, that wave is thereby excluded, and a wave may then be received from



PORTABLE DIRECTION-FINDER

any other station even though farther away.

The results of experiments made with the portable direction finder illustrated here are shown in the diagram. A transmitting set was operated at the Bureau of Standards, and the direction finder was taken to points a few miles in various directions from the transmitter. The direction was determined accurately to about one degree, as shown by the lines intersecting at the building where the transmitting station was located. Two of these lines do not strike the correct point. This deviation was caused by the presence of considerable masses of iron where the direction finder was used.

Thus an interesting problem was presented by local distortions and means of overcoming these had to be devised. It is not difficult to see that such apparatus can be used to locate not only the direction but also the actual position of a transmitting station. The direction is observed, and the direction finder is moved to another point a known distance away and the direction observed again. From the data thus obtained the exact location of the transmitter is determined. This principle can be applied so as to locate airplanes as well as radio stations on or under the surface of the earth or ocean.

(*To be continued in our next issue*)

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Health Insurance to the Fore

An account of the campaign waged a few months ago in New York State for compulsory health insurance—The provisions of the bill explained—This measure represents the highest point yet reached in this country in this vital matter.

This article has been compiled from the June number of *The American Labor Legislation Review*, to which we are indebted for an excellent summary of the campaign in New York State for the enactment of a compulsory health insurance law as well as for the provisions of the proposed measure.—EDITOR.

PASSAGE of the Davenport-Donohue bill for compulsory health insurance, including maternity benefits, by the New York Senate, April 10, marks the high point of progress in the United States to date toward protective legislation for workers against the hazard of sickness.

Along with the health insurance bill, the Senate also passed a minimum wage bill and a bill to establish an eight-hour workday for women and minors.

These "social welfare" measures, as they came to be known, met defeat in the Assembly only by resort to most arbitrary use of caucus tactics and antiquated rules. They were not even permitted to come to a vote on the floor of the House.

A storm of protest followed. With a unanimity remarkable in the annals of labor legislation the great metropolitan press of New York joined as one voice in denouncing the "political folly" of the "Bourbons at Albany" in defeating these well-considered measures, particularly the "matured" health insurance bill.

IMPRESSIVE BODY OF SUPPORT FOR HEALTH INSURANCE

The 1919 legislative campaign, which has advanced this legislation so far, is especially instructive and interesting at this time to all industrial states now preparing the way for laws.

While official commissions in eight states have been investigating sickness conditions among workers with a view to health insurance legislation along the lines of the tentative bill proposed by the Association for Labor Legislation, the State Federation of Labor in New York after three years' study and preparation agreed upon a comprehensive, reasonable, modified measure and made it the foremost demand in its immediate program of protective legislation.

Five pamphlet reports explaining the need and the provisions of the bill and setting forth the advantages to wage-earners, to industry and to society of compulsory health insurance have been issued by the federation. These have proved of exceptional popular interest and educational value.

Why We Need Health Insurance Legislation

Of the young men of the country examined in the draft, one-third were rejected on physical grounds.

Wage-earners of the country lose 250,000,000 working days a year because of sickness, making, at $2 a day, a wage loss of at least $500,000,000.

Degenerative diseases of adult life—the "wear-and-tear" diseases—have practically doubled in the last thirty years.

Sickness surveys in many cities show that about one-third of those too sick to work are without medical care.

More than 15,000 American women die every year from causes connected with childbirth, and 250,000 babies die in the first year of their lives.

Sickness is the largest single factor in dependency, causing seven times as many appeals to charity as do industrial accidents.

Trade-union and fraternal sick benefit funds are able to reach only a small portion of the people, and the health insurance of private commercial companies is poorly developed and excessively expensive.

The Reconstruction Commission of the State of New York urged compulsory health insurance for workers as a foremost "measure of essential and enforcible health protection" in a report made April 29, 1919, to the governor.

"It is fundamental in the industrial and social life of the community," says the report, "that we have physically able and healthy citizens. There cannot be adequate industrial production nor can the arts of peace be pursued effectively when people are suffering from the thousand minor ills, many of which can be prevented if adequate provisions were made for proper medical care of workers."

Declaring that the proposed legislation is aimed to give the medical protection sought, the report expresses full accord "with the principle that health insurance should be compulsory."

The commission is impressed with what it terms the all-too-ready tendency to consider expenditure for health protection as a burden which is too heavy to be put on the budget of workers.

The commission's study of health insurance will be continued and further hearings held with a view to assisting the governor and the legislature in perfecting a bill adapted to conditions in the state when this legislation is pressed for final passage at the next session.

More than a score of prominent business, civic, medical, women's, and labor organizations were represented at the hearings, out of which developed the commission's report favoring the adoption of compulsory health insurance. These include the State Department of Health, the New York City Club, the National Civic Federation, the Metropolitan and Prudential Life Insurance Companies, the Commercial Casualty Company, the Maternity Center Association, the Medical Societies of New York and King Counties, the Association for Labor Legislation, the State Federation of Labor, the American Safety Institute, the General Chemical Company, and the Dress and Waist Manufacturers' Association.

The commission's recommendation is in line with the recent conclusions of legislative commissions in New Jersey, California and Ohio, and Massachusetts in 1917, which after investigation of sickness conditions among workers have all urged the adoption of compulsory health insurance laws as necessary for the protection of the workers and of society.

HEALTH INSURANCE QUESTIONS

These questions have special reference to the Compulsory Health Insurance Bill which passed the New York Senate April 10, 1919, as above stated.

1. *How will health insurance be organized?*

Workers in each locality will be grouped in mutual, democratically managed insurance funds. A group of

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establishments in the same trade, or single establishments if sufficiently large for safety, may be permitted to have funds of their own. Existing establishment insurance funds may continue if approved by the Industrial Commission.

2. *How will these mutual insurance funds be run?*

Entirely by the workers and employers themselves, each selecting three members of a board of directors of the fund who will choose a neutral chairman. These boards of directors, under general supervision of the Industrial Commission, will manage all the affairs of the funds, including the determination, subject to approval by the Commission, of premium rates in proportion to the sickness hazard of various establishments.

3. *How much will it cost?*

Not more than 3 per cent of payroll. This cost will be shared equally by employers and workers. A worker will contribute about 20 cents a week. The State will bear only the cost of overhead supervision by the Industrial Commission.

4. *What will the benefits be?*

(*a*) During temporary sickness, medical, hospital and dental care and medical and surgical supplies.

(*b*) After the third day, a cash benefit of two-thirds of wages, but in no case more than $8 a week.

(*c*) Maternity care for a working woman or the wife of a working man for two weeks before and six weeks after childbirth.

5. *How will the doctors be selected?*

As at present, by the patient.

6. *How will the doctors be paid?*

Funds must pay for medical care at least the amount indicated in a schedule of fees prepared by the County Medical Society and approved by the Industrial Commission. This is a minimum fee only, and more may be paid for especially high-priced service.

7. *What assurance is there that the doctors' rights to the minimum fee will be protected?*

In case of dispute between the County Medical Society and a fund, appeal may be taken to the Bureau of Health Insurance of the Industrial Commission, the head of which is a physician. Further appeal may be taken from the Industrial Commission to an arbitration committee made up of two doctors chosen by the County Medical Society, an employer and worker chosen by the funds affected, and a fifth appointed by the Governor. Appeal may be taken thence to the court. The Industrial Commission must also appoint both local and state medical advisory committees to be consulted on medical matters.

8. *Would not higher wages make insurance against sickness unnecessary?*

No. Sickness, like fire, falls with crushing weight upon only the few. Official investigations have shown that out of 1,000 wage-earners about one-half of the total cost of all the sickness of the entire group each year falls upon about 21 individuals. The unequal distribution of sickness makes it an insurance problem.

9. *Why wouldn't placing occupational diseases under the Workmen's Compensation Law solve the problem?*

Because it is impossible to separate most of the sickness disability which is due to the nature of the employment from similar incapacity due to housing conditions and personal habits. Comparatively few kinds of occupational diseases, such as anthrax and compressed-air illness, can be clearly shown to be entirely due to the industry. In California only 348 claims for such compensation were presented in an entire year, resulting in cash payments of only about $4,000. Tuberculosis, for example, is partly an industrial disease, but is also partly due to bad housing. The real practical way to meet the situation is to divide the cost between the employer who is responsible for industrial conditions and the employee, who is responsible for housing conditions and have the State bear the overhead expense of general supervision of the health insurance.

10. *Why should an employer be required to pay for sickness due to employee's vices?*

He does not. The employer pays for that sickness due to bad conditions within his own establishment. The worker pays for his own sickness due to living conditions and personal habits.

11. *Should we not first prevent all preventable diseases before providing insurance against sickness?*

A similar excuse for delay was raised ten years ago against workmen's compensation for accidents. But within two years after accident compensation had been adopted it had stimulated the country-wide "Safety First" movement, just as health insurance will lead to "Health First." The local mutual organizations with boards of directors composed of employers and workers will teach the importance and economy of preventing sickness, if not from altruistic motives, then to reduce their premiums. And even if all sickness that can be prevented is abolished we must make just provision for those upon whom the burden of sickness will always fall with crushing force unless spread out over a large group by an economical plan of insurance.

12. *Why is it necessary for health insurance to be compulsory?*

Because experience has shown that in a voluntary system those who most need the protection of health insurance—the most poorly paid men and women of the community—are the very ones who remain uninsured.

13. *What precedents have we for such legislation?*

The same principle was applied to accidents in the Workmen's Compensation Law as health insurance seeks to apply to sickness. Health insurance already exists in nearly every European country. England has had it since 1911 and found it sufficiently beneficial to extend its scope during the war. The British Medical Association, in its official report, says of the English law:

> On a subject which five years ago was the most controversial that had ever been before the profession it is found (1) that many matters which at the beginning of the controversy gave rise to most apprehension have assumed a position of quite minor importance; (2) that the general system is in the main approved, and that criticisms have a tendency to concentrate on a comparatively few points which are, after all, matters of detail which ought to be capable of adjustment; (3) that there is a large body of opinion in favor of the extension not at present provided for and to classes of persons at present excluded therefrom.

14. *Who favor this legislation?*

The great body of organized workingmen and women and public-spirited citizens throughout the State.

WHY HEALTH INSURANCE MUST BE COMPULSORY

Report of Committee on Health, New York State Federation of Labor

The movement for universal workmen's health insurance has gained such strength among thoughtful representatives of labor that the opposition, in alarm, has apparently abandoned its efforts to disprove facts and is now resorting to appeals to prejudice.

Most of the ammunition in opposition to compulsory health insurance has been furnished by the commercial insurance interests. The same interests have for years stood in the way of the kind of workmen's compensation laws desired by the workers, and the American Federation of Labor has unequivocally condemned their interference in the workmen's insurance field.

Although the health insurance bill recently passed by the New York Senate specifically provides that all employees are to have absolutely free choice of physician and are to be insured without any physical examina-

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tion, a false report to the opposite effect is being industriously circulated. Usually these reports are accompanied by extracts from articles written by commercial insurance men.

Perhaps the most adroit and dangerous appeal to prejudice at this time is the opposition's apparent agreement with the growing sentiment favoring health insurance, *but* ————. Like certain citizens who favor trade unionism, but object most strenuously to the means by which trade unionism is made effective, they are now for health insurance, but oppose very solemnly the necessary means of making health insurance effective. Again and again the representatives of commercial insurance interests have urged their readiness to support health insurance "if only a *voluntary* plan would be proposed."

A compulsory system of health insurance makes it entirely unnecessary to rely in any way upon a commercial insurance corporation with an army of agents and exorbitant "acquisition cost."

All employees are insured on a given date. Physical examination is as unnecessary as it is physically impossible when all are thus included. There is no opportunity for "adverse selection of risks" where all are included in the plan. The average health of the whole mass of wage-earners is maintained, and, as President Wilson has said, "the business of government is to take counsel for the average man."

There is, finally, no danger under a universal plan that as time goes on the better risks will drop out, leaving those of impaired health to struggle along in their old age with an impossible burden of constantly increasing premiums to pay. Twenty state federations of labor and a large number of national trade unions have gone on record for universal health insurance. A universal system is, of course, impossible without a compulsory law which spreads the sickness burden out thin over all industry—embracing those employees who do not enter and stay regularly in any voluntary insurance plan, but who are nevertheless often the very ones who most need the protection of sickness insurance.

It must be apparent to any thoughtful person that the only way to make sure that the employer will pay his share of the cost of industrial injuries, for which he is responsible, is to enact a compulsory law. This is well known to workmen familiar with our accident compensation legislation. In dealing with the sickness problem compulsion is doubly necessary because of the lack of legal "employers' liability" for sickness. A workmen's accident compensation law is effective to the degree that it is made compulsory—either by direct compulsory legislation, as in many states, or as in some others by the removal of the common-law defenses of employers if they fail to come under the law. As indicated above, the second or indirect method is not available in providing universal insurance against sickness. A direct compulsory law is therefore needed if we are squarely to meet the problem of the wage workers' illness, a problem even more important in its effects upon the laborer and his family than the problem of industrial accidents which we have learned to meet through compulsary accident insurance.

Last, but not least, it is only by means of a compulsory health insurance law that we can effectively bring home to the employer his responsibility for preventable sickness among wage-earners and enlist his active interest in clearing out of factories, workshops, and mines the evil conditions which breed ill health. It is high time that the same method which startled American employers into vigorous efforts to prevent accidents should be utilized in stirring them to still greater efforts to provide work places that shall not unnecessarily endanger the worker's health.

In the words of Theodore Roosevelt, "industry must submit to such public regulation as will make it a means of life and health, not of death or inefficiency."

"Public sentiment in this country," says John Mitchell, "is developing rapidly in favor of universal health insurance of wage-earners, including maternity benefits. My own observation, through long experience with ravages of accident, trade disease and sickness among working people and their families leads me to the conviction that health insurance is even more important than workmen's compensation."

For three years the New York Federation of Labor has studied the problem of sickness among wage-earners and has already published five separate reports on the advantages of compulsory health insurance. Meanwhile as a result of our agitation a new interest has been aroused in health matters which promises within the near future to result in important advantages to all labor. It is not too much to say that wide interest aroused in the worker's health through the campaign for health insurance legislation, and the exposure of commercial group insurance efforts to tie the worker to his job, have more than repaid organized labor for all the time, energy and funds expended upon the subject.

The passage this year of labor's compulsory health insurance bill by the New York Senate encourages the hope that complete success will crown our efforts at the next session of the legislature. In furthering this educational and legislative campaign the cooperation of all forward-looking citizens is earnestly invited.

Respectfully submitted,

COMMITTEE ON HEALTH,
NEW YORK STATE FEDERATION OF LABOR.

JAMES M. LYNCH, *Chairman.*
WILLIAM RANDER, *Vice-Chairman.*
CHARLES H. STEVENS
RICHARD H. CURRAN,
NELLIE KELLY,
ROSE SCHNEIDERMAN,
JAMES P. BOYLE,
ROSWELL D. TOMPKINS.
JOHN M. O'HANLON, *Secretary.*

The International Congress of Women at Zurich

Representative women from nearly a score of nations, in session in the Swiss city, voice their convictions with regard to the Peace Treaty and the League of Nations and other world-engrossing topics. A notable "Women's Charter" adopted.

FOUR YEARS ago, a little company of crusaders, in the face of the storm that threatened to engulf the world, met at The Hague at the call of a group of Dutch women and between April 28 and May 1, 1915, held the International Congress of Women. That Congress left behind itself an International Committee of Women for Permanent Peace, pledged "to ensure that an International Congress of Women shall be held in the same place and at the same time as the official conference which shall frame the terms of the peace settlement after the war for the purpose of making practical suggestions to that conference."

That committee accordingly announced the International Congress to

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meet in the hall of the Christian Association at Zurich, Switzerland; and at that Congress, which met recently, attended by about 150 delegates from nearly twenty countries, the organization was made permanent under the name of "The Women's International League for Peace and Freedom." The permanent headquarters are to be at Geneva, and officers and committees were chosen to act until the next Congress. among these our own Jane Addams, as president of the League, and Emily G. Balch as one of the vice-presidents.

A telegram urging immediate action to raise the blockade was sent to President Wilson.

THE PEACE TREATY AND THE LEAGUE OF NATIONS

The Congress criticized the proposed terms of peace as violating the principles upon which alone a just and lasting peace can be secured, in that they tacitly sanction secret diplomacy, deny the principles of justice and self-determination, continue the rule of force, create discords and animosities which can only lead to future wars, and condemn a hundred million people in Europe to poverty, disease, and despair, which must result in the spread of hatred and anarchy within each nation.

To the Covenant of the League of Nations the Congress would add the acceptance of all nations willing to perform the duties of membership, the reduction of armaments on the same terms for all member states, abolition of conscription, adherence to the principle of self-determination, free access to raw materials for all nations on equal terms, abrogation of regional understandings in so far as inconsistent with the Covenant of the League, and adequate provision for easier amendment of the constitution of that body.

The principles of the League, which the Congress endorses and welcomes, are set forth and fourteen additional ones suggested, among which are included total disarmament (land, sea, and air); enforcement of the decisions of the League by other means than military pressure or food blockade; national ratification of treaties only by an elective legislative body; universal free trade and the abolition of the protection of investments of capitalists of one country in the resources of another; complete freedom of communication and travel; abolition of child labor and of government censorship; the establishment of full equality of women with men; the appointment of at least one woman representative from each country on the General Labor Conference, and the right of women to vote on any plebiscite taken under the Treaty of Peace or the League of Nations.

THE CONGRESS ADOPTS A COMPREHENSIVE WOMEN'S CHARTER

It was resolved that the Peace Conference be urged to insert in the Peace Treaty a Women's Charter with these provisions:

The Contracting Parties recognize that the status of women, social, political, and economical, is of supreme international importance.

They hold that the natural relation between men and women is that of interdependence and cooperation, and that it is injurious to the community to restrict women to a position of dependence, to discourage their education or development, or to limit their opportunities.

They hold that the recognition of women's service to the world, not only as wage earners, but as mothers and homemakers, is an essential factor in the building up of the world's peace.

They recognize that differences in social development and tradition make strict uniformity with respect to the status of the women difficult of immediate attainment. But, holding as they do, that social progress is dependent upon the status of the women in the community, they think that there are certain principles which all communities should endeavor to apply.

Among these principles the following seem to the Contracting Parties to be of special and urgent importance:

1. That suffrage should be granted to women and their equal status with men upon legislative and administrative bodies, both national and international, recognized.
2. That women, equally with men, should have the protection of the law against slavery, such as still exists in some parts of Eastern Europe, Asia, and Africa.
3. That on marriage a women should have full personal and civil rights, including the right to the use and disposal of her own earnings and property, and should not be under the tutelage of her husband.
4. That the mother should have the same right of guardianship of her children as the father.
5. That a married woman should have the same right to retain or change her nationality as a man.
6. That all opportunities for education should be open to both sexes.
7. That women should have the same opportunity for training and for entering industries and professions as men.
8. That women should receive the same pay as men for the same work.
9. That the traffic in women should be suppressed; the regulation of vice abolished; the equal moral standard recognized.
10. That the responsibility not only of the mother but also of the father of a child born out of wedlock should be recognized.
11. That there should be adequate economic provision for the service of motherhood.
12. That no political or industrial quarrel should deprive the mother of food for her children.

Without claiming that these principles are complete, the Contracting Parties are of opinion that they are well fitted to guide the policy of the League of Nations and that, if adopted by the communities which are Members of the League they will confer lasting benefits upon the whole world.

Camouflage in the Internal Revenue Service

(From the *Internal Revenue Review*, Baltimore, Md.)

Considerations of space have made it necessary to omit certain parts of the article reprinted below, but its meaning and significance have not been altered in any way.—EDITOR.

THE Internal Revenue Service affects more people in a more direct manner than any other division of the Government. All other divisions of the Government are bound more or less strictly under the civil service rules and regulations. The Internal Revenue Service stands alone in its mongrel position.

PRESENT SERVICE HONEYCOMBED WITH THE SPOILS SYSTEM

We ought to have either *bona fide* spoils or *bona fide* civil service classification throughout the entire Internal Revenue Service. At the present time we have the spoils system camouflaged with a slight tint of civil service, and the result is that the Government and the taxpayer are infinitely worse off than if we had either one of the systems straight and unadulterated.

During his term of office we called upon the late Commissioner of Internal Revenue and asked him whether he would be willing to support the introduction of a bill in the Congress covering the deputy collectors into the classified service. He very frankly told us that he would not consider for a moment the placing under civil service of the character of deputy collectors who had been designated during his incumbency. We reminded him that these appointees were no worse than under previous administrations operating under the spoils system, but he referred us to Senator ——. With a delegation of representative revenue officials we visited the said Senator at his home in Washington, and he bluntly informed us that he would not stand for the classification of deputy collectors of internal revenue, because these men were needed for political purposes and would prove of untold value in political campaigns.

We are not enamored with our present Civil Service System—it is far from perfect. Some of the most impracticable men we have known have come in through civil service examination—great on technicalities, but short on horse sense. On the other hand, the same character of official comes in through spoils, and he relies upon influence for retention or promotion in office, and the civil service appointee is not as dangerous as the impracticable official gaining his position through influence and governed accordingly.

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The old classes of taxpayers, composed of liquor dealers, the tobacco manufacturers and the oleomargarine dealers, proved but a small proportion of our population, and the statesmen could afford to use these classes of taxpayers much as they liked. These old taxpayers have paid for it in various ways and they have been obliged to submit to all demands, because of their insignificance as a voting strength, though the amount of tax collections derived from the sources referred to was no inconsiderable sum.

RADICAL CHANGE REQUIRED TO MEET NEW CONDITIONS

Now, however, conditions have changed, and the Internal Revenue Service reaches into the pocket of the laborer, the mechanic, the clerk—up to the most wealthy corporation or individual and these new classes of taxpayers are concerned very much with the character of official or employee with whom they have to deal and do business.

We have arrived at the time when the Internal Revenue Service must pay more attention to the taxpayer who pays the taxes than to the statesman who makes the appointments.

We must have either pure spoils or pure Civil Service—without camouflage or hypocrisy.

To obtain the greatest amount of revenue we must serve the honest taxpayer with a real degree of efficiency, and unless we do so, the dishonest taxpayer will profit accordingly. The present conditions of the service cannot and will not bring about the results of efficiency which either the Government or the people are entitled to.

STATUS OF VARIOUS CLASSES OF THE EMPLOYEES

In the Internal Revenue Service the clerks—such few of them as are left—have secured a civil service status. Indeed, they are ice-bound. These clerks, with the writer, were blanketed by President Cleveland. While they cannot be removed, except in accordance with Civil Service rules and regulations, they are estopped from promotion or advancement in position because of existing conditions, though occasionally they receive some slight increase of salary "to keep them quiet."

The storekeepers, gaugers and storekeeper gaugers are another class of Internal Revenue Service, who are hide-bound in Civil Service, but denied promotion, transfer or advancement because of existing conditions in the service.

The two classes above referred to find advancement impossible, either in position or compensation, because of spoils conditions affecting other positions in the Internal Revenue Service, and any promotion or advancement in position is governed entirely by the amount of influence possessed.

The Internal Revenue agents—from the chief of internal revenue agents at the Bureau in Washington to the agents in the field—are all under classified service and have been since they were blanketed in 1896. Such classification is practically nil, for whenever our statesmen get ready they have the President open wide the gates and entirely new men are brought into these positions without being obliged to comply with the Civil Service rules. This class of officials always have great confidence in their ability "to hold on" because of the influence possessed by them. But this class of officials have been roughly jarred during the past two administrations and a glance at the roster will prove it.

If these officials would rely on the efficacy of Civil Service, and do something to strengthen that service, rather than depend upon influence, which many of them certainly have in biblical measure, they would find a very decided change in the conditions surrounding their tenure of office and at the same time would open up the opportunity for transfer or promotion to those in other positions in the service.

In many instances these officials have been opposing us in our advocacy of real Civil Service in the Internal Revenue Service and have advised their subordinates to do likewise.

We went to the last Commissioner and asked him whether he would not promote some of the old men to the position of revenue agent. He told us that one of his deputy commissioners had informed him that there was none of the old men in the service qualified for such position. We told him we could give him the names of quite a few such employees, and would guarantee that they were not only well informed in the law and that they possessed every qualification required for such position, but that their political fealty would be found in accord with the administration. Upon his request we sent him the names of five men located in different sections of the country, three of whom were chief deputies and two clerks. The Commissioner investigated these officials and appointed one chief deputy and one clerk—who proved to be two of the most competent revenue agents the service has ever had. Two of the others were offered the position, but declined.

DEPUTY COLLECTOR THE JOKE OF THE SERVICE

The deputy collector of the Internal Revenue, however, is the joke of the Internal Revenue Service. Our statesmen are ever jealous of the prerogative of the collector. They shout long and loud about the deputy collector being the personal representative of the collector and then proceed to pass laws taking these personal appointments from the collector and placing them in the hands of the Commissioner. While, however, the collectors make the appointments upon order of the Commissioner, and these men are regarded as personal appointees of the collector, the collectors in numerous instances will never have heard or known of this personal appointee, and he may come from the most remote section of the country from which neither the collector nor his political party locally receives benefit of any character.

Of course, the collector does have some deputies under the old laws, which he may regard as personal appointees, provided his Congressman does not "see it first."

On the other hand, many of the deputy collectors are assigned to office for clerical duty and do identically the same character of work as the regularly classified clerks at the adjoining desks. These deputy collectors, while assigned to such character of work, are designated as deputies only as a means of evasion of the spirit of the Civil Service Act.

The income tax deputies and others in that division feel that they have a stable classification, but it is the belief of those versed in the operation of civil service laws that these classes of employees will soon discover that their impression is a myth, for only a change of administration "will put them wise" to their true position.

We hope soon to have introduced into the Congress a bill aiming to correct, in some measure, the conditions in the Internal Revenue Service, and if the men in the service have any regard for the advancement of that service and their own welfare, they will aid us in bringing about an improvement which will redound to the Government and the taxpayers alike.

The bill in question will be prepared by competent authority on civil service law and will be supported by prominent men who are large taxpayers, and who are already feeling the weight of the inefficiency arising from the conditions referred to.

The internal revenue taxpayers, as well as the men and the women in the service, are entitled to the same civil service classification in vogue in other divisions of the Government, and they do not want any camouflage.

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THE OPEN FORUM

THE FEDERAL EMPLOYEE invites letters from its readers on subjects which properly come within the scope and purpose of the magazine. Particularly desired are suggestions which place the emphasis on the constructive side of things, looking toward the improvement of the United States Civil Service and of the condition of its employees.

Communications should be written concisely and should not exceed 300 words in length, otherwise the editorial blue pencil may have to be used. Please write on one side of the paper only. Typewritten manuscript, OPEN-SPACED, will be greatly appreciated by the editors. Each correspondent should retain a copy of his contribution. Every communication must be accompanied by the writer's name and address, which will be withheld from publication on request.

THE FEDERAL EMPLOYEE assumes no responsibility for expressions of either fact or opinion by correspondents.

Clearing the Decks for Efficient Service

In all events where better conditions and wages are desired, 'tis well to walk the chalk-line, then our requests will not fall on deaf ears.

To the Editor:

As a member of the Federal Employees' Union and one who has been closely identified with one of the strongest labor organizations for a quarter century, I feel that, especially at this time, one of the most effective measures we can employ is to see to it that we, as the hired servants of "Our Dear Uncle Samuel," first realize that it is all-important that we bring our standard of efficiency up to the highest point. First, we should see that we individually are at our posts promptly; that while on duty our undivided attention is given to the duties before us; and, so far as possible, see that the departments have no reason to complain in any way as to the service rendered. Second, we should realize that it is the absolute duty of every clerk to affiliate with the organization and assist in raising the standard of efficiency in all departments toward the 100 percent mark.

In handling an office force as superintendent for the last quarter century I have found that the best results are obtained by treating the employee strictly as a copartner. Emphasize the importance of efficiency; when a force of people who are doing their best ask for a more liberal wage or better conditions, the request is more likely to be granted if the working force are organized and at the top of the efficiency ladder.

As federal employees we are really the mechanism of the Government itself; therefore, our laws emphatically declare against strikes. If every clerk will affiliate with the association and become imbued with the true spirit of the cause, there will be no need of the departmental chiefs or time clerks keeping an "eagle-eye" out for the shiftless or tardy employee.

It is estimated that there are in round numbers 105,000 people employed by the Government in the District of Columbia, and it is hoped that the entire force will eventually be associated with the F. E. U. The work now being done by the Joint Commission of Congress renders it advisable that the employees in the District take up membership. Don't be slackers.

It has come under my observation that there is much need of a more thorough organization than there is now or has been in the union. There are literally thousands of clerks that do not know to whom they may apply for membership, or to whom they may pay their dues and many who have taken up membership have never paid a cent of dues for this reason only. What we need most right now is a perfect organization, reaching to every clerk in all departments and, moreover, that every clerk sign the membership card and come in and help, and not leave the work entirely to others while they sit idly by and enjoy the benefits obtained.

MARION PORTER,
Finance Service, Ordnance Branch, War Trade Building.
Washington, D. C.

The Story of the Customs Guards

After 9 years of struggle against discouraging conditions the Customs Guards are now 100 per cent organized. Times have changed for the better, and in the judgment of the writer the outlook is more favorable.

To the Editor:

I have read with sympathetic interest Brother Berndt's letters anent the Customs Guards, and the various reasons why, in his opinion, they should receive an increase in salary. Being a Customs Guard myself, it would be superfluous for me to say that I coincide most heartily with Brother Berndt's convictions.

Nine years ago, to be exact, July 21, 1910, the present Bureau of Customs Guards was organized in New York. The personnel comprised three dissatisfied groups, namely, former Night Inspectors, classified and unclassified laborers, and new appointees from the civil-service registers. These three discordant elements were labeled with the title "Watchman" and instructed to protect the revenue. Looking back after the years that have passed, it is an ever-increasing source of wonder to me how they ever succeeded in protecting themselves! As a matter of fact, some of them didn't.

The majority of the force were receiving $2.33 for nine hours of the most heart-breaking work ever performed by man. If you were lucky, you obtained *one day off in three months!* If while assigned on a cold winter's night to a gate charge, the roundsman found you more than ten feet away from the open gate, charges were preferred against you immediately, and after a perfunctory hearing, you were handed a five- or ten-day suspension. It is a matter of record that one of our men was removed to a hospital suffering from the effects of the extreme cold he was compelled to endure while assigned to the gate of a steamship pier.

Efforts were made from time to time to organize the men into some semblance of unity. The efforts were futile, as the men were distrustful of each other. But there were always a few men who refused to become discouraged; who, with every setback received, redoubled their efforts, and never permitted their courage to wane even in the face of the most trying circumstances.

And gradually things began to break. A number of the men organized, went along for a time, then went on the rocks. Then came another attempt at organization, with the inevitable scoffers in the background refusing to come in. Things went along smoothly with no apparent signs of a break. An effort was then made to have our title changed to the original one of Night Inspector; we won a compromise and received a change to the present title of Guard—our first taste of success. Then the hold-outs began to come in slowly. We next received official permission to affiliate with the American Federation of Labor, and the men began to join in groups. At the present writing we are justly proud of a 100 per cent membership!

Our working conditions have changed for the better; we are now in the enjoyment of one day off in seven and have practically eliminated the sick-list. The present officials having

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our destinies in charge possess a humane conception of how men should be treated and treat us accordingly. We know that our work is being appreciated and that when the opportunity presents itself, through the medium of an increased appropriation, our superiors will grant us the increase in salary we deserve and urgently need.

MATTHEW T. ANDERSON.
New York City.

Another Single Taxer Heard From

Brother Jul Johnson, who wrote in our June issue against the Single Tax doctrine, is still the object of strenuous attention from "the Opposition." Witness the following.

To the Editor:

From Mr. Johnson's reference to the number of farms in the United States and his conclusion that a farmer "would be in a fine fix to advocate the confiscation of his own property" through the operations of the Single Tax, I am convinced that he does not know single-taxers do not advocate a land tax. There is as much difference between a land tax and a tax on land values as there is between a per capita tax and an income tax. Single-taxers propose to tax land values, exclusive of improvements, and not land. A single land tax would almost ruin the farmer, but with a single land-value tax, farmers would not pay one-fourth the taxes they now pay. Most of the lands are in the country, but most of the land values are not.

SINGLE TAX DOES NOT MEAN CONFISCATION OF IMPROVEMENTS

Mr. Johnson contends also that Single Tax means the confiscation of improvements upon land. Confiscation of improvements and of all other products of labor by those who neither produce anything nor do any other useful service is the very thing that single-taxers propose to put a stop to, and what they desire above everything else is to insure to every worker ALL that he makes or earns by his labor. No laborer can have ALL that he makes or earns by his labor. No laborer can have ALL that he makes so long as ALL taxes, or any taxes, are levied directly or indirectly against products of labor. It is true, however, that under Single Tax the laborers would pay all the taxes and support the Government, as they do now, but the point is that they would not be compelled to support those who do not work, and the Government would get what the idlers now receive.

In support of his contention that Single Tax means the confiscation of improvements Mr. Johnson says that under Single Tax, "the land on which improvements stand will be put up at auction to whosoever would pay the highest rent to the state." Do we now put up to the highest bidder the house and lot in order to determine the assessment value of both for purposes of taxation? Of course not. Any real estate man can tell you the value of a lot approximately without putting it up to the highest bidder. There is no use in trying to scare people with such statements as that, because they know that is not the way values are determined *now* for the purposes of taxation.

The fact that Mr. Johnson starts out in his article with the supposition that a vacant lot is worth $1,000 and ends with the statement that it has no rental value proves conclusively that he does not know the first thing to be learned about Single Tax. If there is a vacant lot anywhere in the District of Columbia that has no rental value I will pay a liberal reward to learn its location.

The fact that Mr. Johnson fixes what he calls the rental value of this $3,000 house on a $1,000 lot, at $20 per month, indicates that he has not been in Washington during the past two or three years. It should be stated here that the amount paid for the use of a house is not rent, but in the economic sense is interest on the investment plus depreciation or wear and tear. But Mr. Johnson says the rental value of the house, not of the house and lot, is $20, and that in his opinion the rental value of the house is due entirely to the improvements. However, in order to understand each other, let us assume that $20 per month was the amount paid monthly three years ago for the use of the house and lot. One unfurnished room in that house would rent now for $10 or more, and the whole house would easily rent for $50 almost anywhere in the city, and in some locations it would rent for $75 or perhaps $100.

Is this increase due to the value of the improvements? The investment in the house is $3,000. Has the interest rate increased to this extent? Something has increased at a wonderful rate. If it is not the improvements on the land, then it must be the value of the land itself. What caused this increase in the value of the land? Nothing except the addition of 100,000 people to the population of Washington. Each baby that is born here and each person that comes here to live adds about $2,000 to the land values of the District. The 100,000 people who came here therefore added $200,000,000 to the land values of Washington. Instead of receiving benefits from these increased values resulting from the presence and the activities of themselves, these people must not only pay this vast sum to the landlords, who did nothing to earn it, but they must at the same time pay a like amount in taxes, which in the end are added to the prices of the necessaries of life which they consume. All that Single Taxers want to do is to shift all taxes from products of labor to this increasing land value resulting from the presence of the people themselves. Single Tax will not confiscate anything. It will take for the use of all the people, by and through the Government, only values resulting from the industry and the presence of all the people collectively. If that would be unjust, Single Tax is wrong. If it is just, every worker on earth, whether his work be mental or physical, should be an enthusiastic single-taxer. Nobody expects the profiteers from human labor to favor it.

One of the results of the adoption of Single Tax would be to end speculation in vacant lots and idle lands. All speculative values would drop out of idle land and every worker could have the use of it for its actual value, to be paid annually without interest and without change in the present forms of land titles. There would then be more jobs than men, whereas with idle lands and vacant lots practically exempt from taxation, it is more profitable to invest in them and hold them out of use than to work or to invest in industrial plants, which are taxed to the limit together with all the products of the plant, with labor striking for higher wages and no better job in sight.

It is only a question whether one lives from his own labor or from the labor of others as to whether he should be a single-taxer.

N. M. EVERETT,
Member of Federal Employees Union No. 2.
Washington, D. C.

THE MOONEY CASE IN A GOVERNMENT DOCUMENT

The government document, which, it is asserted by the International Workers' Defense League, contains information proving that Mooney and Billings are the victims of fraud, perjury, and frame-up can now be had by writing to your Congressman. *Ask for Document No. 157 House of Representatives.* This is the complete report obtained by Densmore in his investigation of the Mooney case in San Francisco.

An Appropriate Toast

At a banquet given in honor of a dramatic author, a guest stood up and proposed the following toast: "To the health of the author; and may he live to be as old as his jokes!"—*Le Patriote.*

May Come Home to Roost

Don't use hard words. You may not feel
They're hard when you repeat them,
But you will find they're hard as steel
If you should have to eat them.

—*Philadelphia Press.*

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The Jester's Page

In Dear Old England

A clergyman who was not disinclined toward an occasional glass hired an Irishman to clean out his cellar. He brought out a number of empty whisky bottles, and as he lifted each one looked to see if there was anything in it.

The clergyman, who was walking on the lawn, noticed him, and said: "They are all dead ones, Mike."

"They are," answered Mike. "But there is one good thing about it, they all had the minister with them when they passed away."—*Tit-Bits.*

The Laugh Was on Father

The following epitaph is inscribed on a tombstone in Birmingham, England:

Here lies the mother of children seven,
Four on earth and three in heaven;
The three in heaven preferring rather
To die with mother than live with father.

—C. K. S., in *The London Sphere.*

Tough Luck

"Waiter," said a diner in a country restaurant, "this chicken is very tough."

"Very sorry, sir, but you see that chicken was a peculiar bird. Why, when we came to kill it, we couldn't catch it. It flew up on top of the barn and we had to shoot it."

"Are you sure you didn't shoot the weathercock by mistake?"—*Boston Transcript.*

She Saw It

Mrs. Robinson was an extremely careful mother, and had repeatedly cautioned her six-year-old daughter against handling any object that might contain germs. One day the little girl came in and said:

"Mother, I am never going to play with my puppy any more, because he has germs on him."

"Oh, no!" replied her mother. "There are no germs on your puppy."

"Yes, there are," insisted the child. "I saw one hop."

Pure American

A somewhat unpatriotic little son of Italy, twelve years old, came to his teacher in a city public school and asked if he could not have his name changed.

"Why do you want to change your name? the teacher asked.

"I want to be an American. I live in America now."

"What American name would you like?"

"I have it here," he said, handing the teacher a dirty scrap of paper, on which was written, "Patrick Dennis McCarty."—*Saint Louis Christian Advocate.*

A Sign for "Constant Reader"

Business Manager: Brown writes us to stop his subscription to the paper.

Editor: Dear me, that's bad!

Business Manager: Well, what are you looking so blue about? I suppose we can get along without Brown.

Editor: Oh, yes; but I was just thinking how hard it would be on Smith. He was absolutely dependent on that paper. —*Life.*

Answered

"You know," said the lady whose motor car had run down a man, "you must have been walking very carelessly. I am a very careful driver. I have been driving a car for seven years."

"Lady, you've got nothing on me. I've been walking for fifty-four years."—*Detroit Motor News.*

Too Much Pronunciation

About its name I had no doubt
When I arrived in Terra Haute.

But soon I met a gay galoot
Who said the town was Terra Hoot.

I might have had plain sailing, but
Another called it Terra Hut.

And others, I was pained to note.
Were pleased to call it Terra Hote.

And then I gave it up, you know,
And moved away to Kokomo.

—*Selected.*

Freedom of Contract

Mrs. Davenport gave her two children some fruit one afternoon. Handing it to Joseph, she bade him let the little sister have the first choice. Shortly after she called him and said: "Joseph, I noticed that your little sister took a very small apple. Didn't you let her have her choice, as I told you to?"

"Yes, mother," replied the boy, "I told her she could have the little one or none at all, and she chose the little one." —*Harper's Bazar.*

Freedom of the C's

"Jinks, who has just returned from a year's globe trotting, is very wroth at the local paper."

"Why?"

"Oh, the editor wrote a column article about him, which he claims ended: 'His many friends were surprised that he is unchanged,' but the compositor left the 'c' out of 'unchanged.'"

And There Are Others

The tradesman had rendered his bill, waited a month and then wrote:

"Please, sir, I want my bill."

Back came the bill, with these words:

"Certainly; here it is."

The bill was returned, and in a month the tradesman again wrote:

"Kindly send me the amount of my bill."

And the answer came, promptly and politely: "Certainly; it is $104.26."

The third month the tradesman again wrote:

"Will you send me a check for the amount of my bill?"

The answer came, with a blank, unsigned check:

"Certainly; here is the check. I have kept the amount of your bill."

The fourth month the tradesman wrote:

"I want my bill paid."

And the answer came back: "So do I."

Then the tradesman gave it up.

—*Ladies' Home Journal.*

The Real Reporter

When the chief reporter of the *Poppleton Post* bought an aeroplane, the proprietor summoned the editor to discuss his successor.

"For, of course," observed the proprietor, "we shall soon have a vacancy."

"How about Jones?" suggested the editor.

"Jones?" queried the proprietor, doubtfully, "I thought he was rather a failure."

"On the contrary, he's one of our most promising recruits," replied the editor. "Yes, Jones is a genius, sir! You remember the Smalham railway smash? Well, Jones found the broken rail that caused the disaster three hours before the express was due. He sat down by the line, wrote up the account while he waited and sent us his report the very minute after the wreck took place!"—*London Answers.*

Unnecessary Warning

"This seems to be a very dangerous precipice," remarked the tourist. "I wonder that they have not put up a warning board."

"Yes," answered the guide, "it is dangerous. They kept a warning board up for two years, but no one fell over, so it was taken down."

Deadly Politeness

"Saying 'Thank you' to a customer," says a news item, "a Wallasey butcher fell unconscious." In our neighborhood it used to be, until quite lately, the customer who fell unconscious.—*Punch.*

Giving Them Rope

While the Germans were marching through a Belgian province, one of them said sneeringly to a farmer sowing seed:

"You may sow, but we shall reap."

"Well, perhaps you may," was the reply: "I am sewing hemp."—*Montreal Journal of Commerce.*

It was his first day in a sausage, and he was not any too sure of his chances with the parachute if it came to a jump.

"Wonder where a fellow would land if he elected to stay in the car," he mused.

"Any idea, Bill?"

And Bill, with a sigh at the thought of a hundred and one similar questions already answered, spoke thusly: "Ain't yer never bin to Sunday school, then?"

"Judge," said the prisoner, "I would like to ask a few questions before I enter my plea."

"You have the Court's permission," said the judge.

"If I go on trial," said the prisoner, "do I have to sit here and hear all the hypothetical questions asked by the lawyers?"

"Certainly," said the judge.

"And hear all the handwriting experts?"

"Of course."

"And follow the reasoning of the chemistry and insanity experts?"

"Very probably," said the judge.

"Well, then, judge, I will enter my plea."

"What is it?" asked the judge.

"Guilty!"—*Army and Navy Life.*

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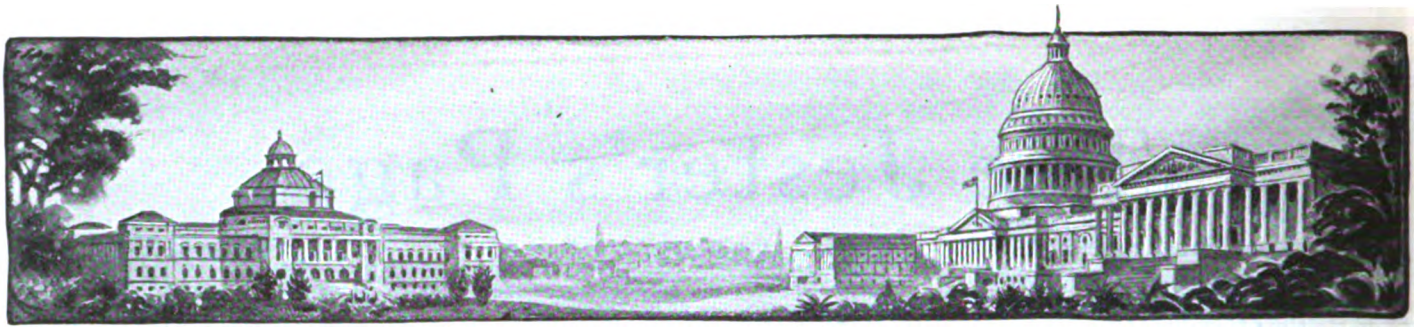

Editorials

THE IDEAL VERSUS THE ATTAINABLE

By common consent the retirement of superannuated government employees is regarded as one of the fundamental issues of the day in its bearing on the well-being of both the public service and its civilian workers. The pending retirement measure, known as the Lehlbach-Sterling bill, is rightfully put among the principal objectives on the legislative program of our National Federation.

For our present purpose it is not necessary to review the long, and until recently, discouraging history of the retirement movement. Suffice it to say that after many years of futile disagreement among themselves, resulting in failure to get results in the way of legislation, the various bodies representative of the civil service employees finally agreed on a specific measure to which they could give their support. This was the McKellar-Keating bill, which has been modified by changes beneficial to the employees into the present Lehlbach-Sterling bill.

As with many another measure affecting the fortunes of large groups of people, agreement on a retirement measure on the part of the federal employees was reached only by the long-continued use of the familiar process of "give and take." Time—plenty of time—tact, and constant recognition of the "other fellow's" viewpoint were necessary factors in attaining the unity essential to success in dealing with our national legislature. Last year our own Federation, in convention assembled, after having considered the subject from various angles, unanimously approved the McKellar-Keating bill. Since the differing views of the employees were brought into harmony a vast deal of time and effort has been expended in an educational campaign in Congress and throughout the country, including the ranks of organized labor. Our representatives have been told repeatedly by lawmakers "on the Hill" that, inasmuch as they are finally united on a definite retirement proposition, there is a good prospect for its enactment into law.

It is now seriously proposed by some of our brethren that our organization should execute an "about face" on the retirement issue; that we should confess to our friends and supporters that the measure adopted after full deliberation and supported for months after its adoption is vicious in principle and indefensible, and that it will therefore be discarded forthwith; and that as soon as the civil service employees shall be able to unite on a measure to be presented in its stead another campaign for retirement will be initiated.

In the judgment of the writer any such procedure would be disastrous not only to the cause of retirement but would react most unfavorably on the strength and influence of our organization in other lines of activity. Nor does there seem to be anything in the present situation that calls for action such as is proposed in some quarters. It is not claimed that the pending retirement bill is perfection or even a near approximation thereto. As before said, it is a compromise measure, one that is believed to sum up as much as it is practicable to obtain at this time. We have not, unfortunately, the privilege of choosing between ideal systems. On the contrary, we must accept the best that can be had under existing conditions, trusting to time and experience and the growth of juster and more enlightened notions as to the treatment by the Government of its civil servants, reinforced by the development of the power of self-help within our own ranks, to build on the foundations of today a greater and fairer structure for the morrow. After all, the fundamental objective to be gained is the recognition by the Government of the PRINCIPLE OF CIVIL SERVICE RETIREMENT. All else is subsidiary to this end, although as a matter of course every care should be, and will be, taken that the measure which becomes a law shall be, all things considered, the best that can be secured within the limits of the attainable. Those who suppose that the retirement bill of today can be thrown aside and agreement on a new measure can be speedily reached among the prospective beneficiaries would seem

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to have studied the past to little purpose, and those who suppose that the more nearly idealistic measure could be put on the statute books within any reasonable time would seem to be no better informed as to the present.

It is hardly conceivable that our organization will forsake at this late day the path it has followed so long, and which bids fair to lead to the promised land, albeit not quite so quickly or so directly as some of us would wish. One thing stands out with unmistakable clearness: that the preservation of harmony and unity in the ranks of the civil service employees with regard to any retirement measure is a *sine qua non,* and that it would be a fatal mistake to embark on any course that would throw the matter back into the chaos from which we have so slowly and painfully emerged.—J. G. G.

NFFE

THE SAN FRANCISCO CONVENTION

By the time this issue of THE FEDERAL EMPLOYEE reaches the hands of its readers the Third Annual Convention of our National Federation in all probability will have begun its sessions, the first of which is to be held September 8. Everything is auspicious for the great event of the year in the life of our organization.

Since the gathering of the delegates in Chicago last year our progress in many respects has been remarkable. With an increase of 41 in the number of local unions (in only 5 States are we unrepresented) and a growth of 300 per cent in membership we have every reason to face the future full of hope and confidence. But numbers alone by no means mark the range of our progress. In the deeper perception of the value of dependence on our own efforts; in the better appreciation of our solidarity with the other wage-earners of the country; in the growing realization that active participation by the great body of the employees is essential to the success of any movement for the uplift of the Civil Service; and in a clearer view of our organization in a business sense as an investment, which will yield returns in proportion to the amount put in—these are some of the directions in which the federal workers of our body have advanced within the last twelvemonth.

There will be no dearth of work for the delegates who will soon be speeding to the Pacific Coast from all parts of the land. Many and big problems must be discussed and weighed. Profiting by the experience of the Chicago Convention, it will be possible to effect changes in arrangements and methods of procedure that will work to the benefit of the organization.

The delegates are assured of a royal welcome in true western style, and will be initiated into the delights and mysteries of California that have held sway over the imaginations of men since the days of the Spanish *padres.* Between the sober, steady grind of the day's work of the convention and the enthusiasm of their San Francisco brethren to show them the manifold attractions of the Golden West the delegates are sure to find that not a moment will hang heavy on their hands.—J. G. G.

NFFE

DEMOCRATIZING THE BRITISH CIVIL SERVICE

The report relative to the application to the British Civil Service of the principles of the Whitley Councils, which we print in this issue almost in its entirety, will well repay close study. This is unquestionably a revolutionary document, one of the most momentous, we venture to say, in the whole range of the development of the most notable civil service in the world. The proposal, which has been brought before Parliament with the full support of the government, is nothing short in substance of turning over the management of the civil service to a body made up, to use our expressive American slang, on a "fifty-fifty" basis, half of the members representing the administration and half the staff of employees. This seems to be one of many directions in which our monarchical cousins across the sea are "beating us to it" in the vast work of reconstruction. By all means study the Whitley report.—J. G. G.

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American Industrial Conditions

"Industrial unrest" has become of late one of the phrases most current in our everyday speech. What is its real significance? Does serious danger lurk in present-day conditions? The message found below, from one whose words are entitled to peculiar weight, is devoted to answering these questions clearly and candidly.

By BASIL M. MANLY

Joint Chairman of National War Labor Board

THE DANGER SIGNAL SET IN AMERICAN INDUSTRY

WE ARE about to enter a period of the most acute industrial unrest and most bitter industrial controversy the American nation has ever known. Unless effective and radical steps are taken to bring about a better understanding between labor and capital and to establish an equitable basis for orderly industrial progress, we are certain to see, within the next year, strikes and mass movements of labor beside which all previous American strikes will pale into insignificance.

Since the signing of the armistice we have had a large number of small strikes and a few great spectacular strikes—the Seattle strike, the New York harbor strike, the Lawrence strike, the garment trade strikes, the Toledo strike, and a number of others of lesser consequence. But these have been so limited in comparison with the labor upheavals in other countries—in England, in Germany, in Canada, in Australia and in the Argentine—that there has been a public disposition to regard the industrial situation with complacency and to assume that, having passed through the first part of the period of transition without serious industrial disturbance, we were about to enter an era of industrial peace.

But those who take this complacent attitude are deceiving themselves. Since the armistice American labor has been waiting. It has been waiting because the outstanding leader of the American labor movement, Samuel Gompers, was on an important government mission in Europe. It has been waiting because the American labor movement, expecting the war to continue much longer, had not formulated its definite policy before the signing of the armistice. Labor has been waiting also for the completion of the demobilization of troops and for the transition of our factories from war production to peace production.

The period of waiting is now nearly completed. Demobilization is nearing an end. Our industries are beginning to swing into their normal production.

I am making no threat that Bolshevism or Spartacanism is about to sweep the United States. The American labor movement will not go Bolshevik unless it is driven to that course by the goadings and selfish and unenlightened capitalists and capitalistic agents.

Those who regard the American industrial situation with complacency ignore both the psychology of the workers and the compelling facts. The workers of the allied world have been told that they were engaged in a war for democracy; that out of the ruins of the war would arise a new and more beautiful world. They are asking now, "Where is that democracy for which we fought? When are we to enter into this new world with its greater regard for the rights of the common man?" They see no change for the better, but they find themselves in conditions in some respects worse than those against which they protested before we entered the war.

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HON. BASIL M. MANLY

THE MASSES WORSE OFF THAN BEFORE THE WAR

The masses of the people are being rapidly disillusioned, and when the people lose their illusions there is danger ahead. They have seen the prices of nearly every commodity, including rents, advance so beyond the increases which they have secured in their weekly wages since the beginning of the war, that they are now actually able to buy less of the necessities of life than before the war began. There are exceptions, it is true, where the percentage of wage increase has been greater, but if you will examine these cases of unusual wage increases as I have examined them, you will find that in a majority of instances these increases have come to groups of workers who are admitted, even by their employers, to have been miserably underpaid during the pre-war period.

During the war, it is true, the increases in prices were in a measure compensated for to the wage-earners by the greater steadiness of employment and by the frequency of opportunities for overtime, as well as for large earnings at piece work. But that time is now past and the masses of American workers, I say with some degree of assurance, are actually able to purchase less of the necessaries and comforts of life with the wages which they receive today than they were able to buy with the wages which they received before the beginning of the world war.

NO RELIEF IN SIGHT—"UNCONSCIONABLE PROFITEERING" RAMPANT

No hope is held out to them of relief from this condition through a rapid or even a gradual recession of prices. Judge Gary tells us that prices will remain high over a long period of years. Otto H. Kahn, the spokesman for the American bankers, tells us the same thing, and Julius H. Barnes, formerly an operator in the Chicago grain pit and now successor to Herbert Hoover, tells us that there is no hope for cheaper bread.

But it is not merely that the cost of living is high and beyond the capacity of the wage-earner's pocketbook. This might be endured with some degree of patience and fortitude if the people who toil believed that no one was profiting from their necessities and that all were bearing the burden alike.

(*Continued on page* 566)

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LOCATIONS OF THE LOCAL UNIONS UNDER THE JURISDICTION OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

NOTE.—In Addition to the Unions indicated on the map there is a Local (No. 6) at Balboa Heights, Canal Zone

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With the Poets

The Calf Path

One day through the primeval wood
A calf walked home as good calves should,
But made a trail all bent askew,
A crooked trail as all calves do.

Since then two hundred years have fled,
And, I infer, the calf is dead,
But still he left behind his trail,
And thereby hangs a moral tale.

The trail was taken up next day
By a lone dog who passed that way;
And then a wise old bell-wether sheep
Pursued the trail o'er vale and steep,
And drew the flock behind him, too,
As good bell-wethers always do.

And from that day o'er hill and glade,
Through those old woods a path was made;
And many men wound in and out,
And dodged and turned and bent about,
And uttered words of righteous wrath
Because 'twas such a crooked path.

But still they followed—do not laugh—
The first migrations of the calf,
And through this winding woodway stalked,
Because he wabbled when he walked.

This forest path became a lane,
That bent and turned, and turned again;
This crooked lane became a road,
Where many a poor horse with his load
Toiled on beneath the burning sun
And traveled some three miles in one.
And thus a century and a half
They trod the footsteps of that calf.

The years passed on in witness fleet,
The road became a village street;
And this before men were aware,
A city's crowded thoroughfare;
And soon the central street was this
Of a renowned metropolis.
And men two centuries and a half
Trod in the footsteps of that calf.

Each day a hundred thousand rout
Followed the zigzag calf about;
And o'er the crooked journey went
The traffic of a continent.
A hundred thousand men were led
By one calf three centuries dead.
They followed still his crooked way.
And lost one hundred years a day—
For such a reverence is lent
To well established precedent.

A MORAL lesson this might teach,
Were I ordained and called to preach;
For men were prone to go it blind
Along the calf paths of the mind,
And work away from sun to sun
To do what other men have done.

—Samuel Foss.

The Vanguard

There are graves of men from Michigan, there are graves of men from Maine,
On the wooded hights of Argonne, in the misty Flanders plain—
Men who canceled loving, living, to their everlasting gain.

In those narrow mounds are sleeping men America loves best,
Men who heard the Nation's drum-beat, as the heart within the breast,
Calling "Forward, forward, forward!" 'til the order came to rest.

There are gems too rare for setting; there are gifts too fine to hold;
So a soldier's life for spending—or the story's but half told—
As a banner grows in grandeur when it opens, fold on fold.

So the men who made our vanguard! They have died, but not in vain.
Where they led, the Nation follows in grim, resistless train.
So sleep, you men of Michigan; so sleep you men of Maine.

—O. C. A. Child in *New York Times.*

The Christ of the Andes

After volcanoes hushed with snows,
Up where the wide-winged condor goes,
Great Aconcagua, hushed and high,
Sends down the ancient peace of the sky.

So, poised in clear Andean air,
Where bleak with cliffs the grim peaks stare,
Christ, reaching out His sacred hands,
Sheds His brave peace upon the lands.

There once of old wild battles roared
And brother-blood was on the sword;
Now all the fields are rich with grain
And only roses redden the plain.

Torn were the peoples with feuds and hates—
Fear on the mountain-walls, death at the gates;
Then through the clamor of arms was heard
A whisper of the Master's word.

"Fling down your swords: be friends again:
Ye are not wolf-packs; ye are men.
Let brother-counsel be the Law:
Not serpent fang, not tiger claw."

Chile and Argentina heard;
The great hopes in their spirits stirred;
The red swords from their clenched fists fell,
And heaven shone out where once was hell!

They hurled their cannons into flame
And out of the forge the strong Christ came.
'Twas thus they molded in happy fire
The tall Christ of their heart's desire. . . .

O Christ of Olivet, You hushed the wars
Under the far Andean stars;
Lift now Your strong nail-wounded hands
Over all peoples, over all lands—
Stretch out those comrade hands to be
A shelter over land and sea!

—Edwin Markham.

A Messenger's Questionnaire

The committee to shuffle and deal out the jobs
On a plan that's more equal and fair,
Sent to each of us workers a great big pink card
Which they calls a complete questionnaire.

It was made up of questions and answers and blanks,
The queerest I ever did see,
Which shows what inquisitive people they are,
But they haven't got nothing on me.

When the card came my way I sure scratched my head
And looked over the thing with some doubt,
Whether I should be able to get it all in
When I filled all those little blanks out.

I takes that pink card and I reads it all through
An' I figgers the thing out this wise:
The more I can boost up my government job,
The more 'twill impress all them guys.

I answers their questions all honest and straight,
'Bout the people that's in my employ;
I tells 'em as how I am sometimes the boss
When not actin' as messenger boy.

When the chief has gone out I slides into his place
And sits down in his big swivel chair;
Then I puts both my feet on his polished oak desk
And reads all of the newspapers there.

I shakes down the ashes from off my cigar
And they falls in his fine silver tray,
And I tells all his callers to come back again
As dis yer is our busiest day.

I takes off his coat an' I brushes his hat,
An' I fills up his gold fountain pen;
I scratches a match for his bloomin' old pipe—
His assistant I sho' must be then.

I coaxes some notes from his new stenotype
Which I types on an Underwood Five;
An' that makes a "pri- sec." of dis messenger boy
Just as sho'ly as you are alive.

An accountant's position I likewise has got,
An' I sho' does get nervous chills
A-figgerin' on my expense each day
To see how to meet all my bills.

I dusts off the desks an' I sweeps up the floors
An' I answers that ol' telephone,
An' there's nobody knows all the jobs I may fill
When I'm here in the office alone.

For I am the boss of the whole bureau force,
An assistant and messenger too;
My chief's private sec., an accountant and clerk—
In fact, I'm the whole office crew.

—E. W. Thomas, *Interior Department.*
Washington, D. C.

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Trade Unions

Their Origin and Objects, Influence and Efficacy

By WILLIAM TRANT, M. A.

I. Historical Sketch

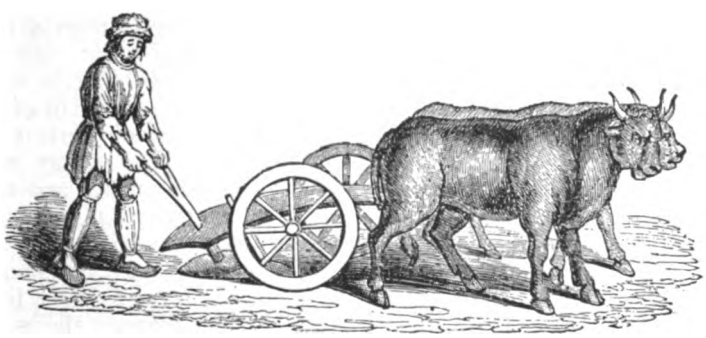
The gradual development in England of the serfs into a working class; their struggles and shifting conditions

Note.—Among the valuable educational material bearing on the labor question which the American Federation of Labor has made easily accessible is an essay on Trade Unions by William Trant, M.A., which was awarded a prize offered a few years ago by the Trade Union Congress of Great Britain. This, which is published in condensed form by the Federation, is characterized as "a standard work, prepared after considerable research" and carefully edited to suit American conditions.

Through the courtesy of the American Federation of Labor we are enabled to give our readers the benefit of this material. The five chapters of the essay are devoted to these phases of trade unionism, respectively: Historical Sketch, Progress and Development, Objects, Efficacy, and Influence.

The illustration entitled "Masters of Stone and Wood," etc., which accompanies this article, from an illuminated manuscript at the British Museum, was taken from Unwin, *The Gilds and Companies of London* (Methuen & Co., London, 1908); that entitled "Carpenters and Their Tools," from an old woodcut engraving, and the other illustrations, from the Harleian Manuscripts, are found in *The Pictorial History of England* (Charles Knight & Co., London, 1839), vol. ii.—EDITOR.

THOSE who so often speak of the "welfare of the State" would do well to remember that the phrase has never yet meant the "welfare of the people." The "good old times" were good only for a small portion of the community, and although year after year has shown constant improvement, yet that amelioration has been very slow and lamentably imperfect. Aristotle says, in his *Politics*, that the best and most perfect commonwealth is one which provides for the happiness of *all* its members. The fact that the great philosopher conceived such a noble sentiment so long ago is in itself remarkable; but admiration for his wisdom is somewhat diminished when it is found that "although artisans and trades of every kind are necessary to a State, they are not parts of it," and their happiness therefore is of a kind with which the "best and the most perfect commonwealth" has no concern whatever.



TWO-WHEELED PLOUGH

THE SERFDOM OF THE WORKERS; THEIR SLOW EMANCIPATION

"The same law must be for all classes of my subjects," said Henry II, but laborers were not considered subjects. So late as Elizabeth's time they were spoken of (by Shakespeare) as "fragments." Even the Magna Charta, of which Englishmen are so justly proud, referred but to a moiety of the two millions of persons who inhabited England at the time of its promulgation. It affected freemen alone, and there is little doubt that nearly one-half of the entire population was then in a state of slavery so abject that, in the language of the old law-writers, "the villein[1] knew not in the evening what he was to do in the morning, but was bound to do whatever he was commanded." He was liable to beating, he was incapable of acquiring property for himself, and any he got became his master's; he could be separated from his wife and children, and sold to another lord, or he could be passed with the land upon which he lived, as if he had been a chattel attached to it.

Various causes noiselessly and gradually effaced this miserable condition, though at a very slow rate. "Faint traces of it," says Lord Macaulay, "were detected by the curious, so late as the days of the Stuarts; nor has that institution [villenage], even to this hour, been abolished by statute."

GROUP OF ARTISANS

From the earliest times, however, serfdom in England bore within it the germs of its own destruction. The lord might enfranchise his villein, or the latter could purchase his freedom. If, too, the slave escaped to some town, and remained there unclaimed a year and a day, he became a free man. There were also difficulties in the way of proving the villenage, the onus of which proof always lay with the lord, while in all disputes on the subject the presumption of law was in favor of liberty.

"Thus," writes Creasy, "while at the period when we first can assert the common law of the complete English nation to commence, we find this species of slavery so widely established in this country, we also find the law for its gradual and ultimately certain extinction." The Church, too, discountenanced slavery. Theodore denied Christian burial to the kidnappers, and prohibited the sale of children by their parents after the age of seven. Violation of the prohibition was punished with excommunication. The murder of a slave by his owner, though no

[1] *Villein* was a term to denote the serf or worker in those days.

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crime in the eye of the State, became a sin for which penance was exacted by the Church. The slaves attached to Church property were freed, and manumission became frequent in wills, as the clergy taught that such a gift was a boon to the soul of the dead.

MASTERS OF STONE AND WOOD GIVING EVIDENCE OF SKILL IN THEIR CRAFTS BEFORE THE COUNCIL OF THE GUILD AT FLORENCE. FOURTEENTH CENTURY

THE DOMESTIC SYSTEM; RISE OF THE "CAPITALIST ARTISAN"

With half a nation in slavery there could be no "working class," as the term is generally understood. The wealthy kept domestic artisans amongst their servants, and the wants of the nobles were almost entirely supplied by their retainers. The villeins tilled the soil, while the men in towns worked on what is now called the "domestic system." The factory system and the capitalist employer were not yet known, and the employers of labor were those who provided materials which they hired men to work into the articles required. The glazier glazed, but did not find the glass; the blacksmith forged, but did not find the iron. There was, therefore, very little hiring of laborers. "The capitalist employer," says Professor Thorold Rogers in *Six Centuries of Labor and Wages,* "the first middle man, is entirely unknown till the seventeenth century; and the capitalist purchaser of raw materials, the second middle man, is later still in the economy of society."

At a very early date, however, craftsmen became the chief purchasers of the materials on which they worked, and the "capitalist artisan" developed considerably in the sixteenth century. The London tailors, even in the reign of Edwrd III, were the great importers of wooden cloths, and there can be no doubt that at this time many of the craftsmen traded in the raw material which they worked. As, however, the trades became more prosperous, and the poor, who flocked to the towns, more numerous, the traders gradually ceased working at their craft, and, confining themselves to trading, left the manual labor to their less fortunate companions. That is to say, a class of small dealers in raw material sprang into existence. The distinction of classes became marked. The shoemaker soon learned to look down upon the cobbler, and the leather merchant to despise the shoemaker.

THE WORKING CLASS AND THE FIRST WAGE CRISIS

The "full history of England as a nation," it is agreed, begins in the reign of Henry II, and it is thenabouts that we find anything like a working class gathering itself together. In the three centuries which immediately succeeded the Norman Conquest the commerce of England was greatly extended. Foreign commodities were "introduced in abundance, and native manufactures established and improved." This naturally attracted to the towns such serfs as wished for liberty, and thus we find springing up in the towns a class of men possessed of personal freedom, but destitute of property and land. These were the forerunners of the wage-working class.

The Statute of Laborers (23 Ed. III, c. 1) clearly shows the existence of a wage-receiving class, the remuneration being about one penny a day in addition to food; and when it is remembered that the sum mentioned was sufficient to purchase a couple of fowls or the fifth part of a sheep, it is evident that the recipients were well off as things went. Indeed, the statute referred to was passed because, in the opinion of the landholders, the wages of agricultural laborers had become "excessive." Here was, in fact, the first "crisis" on record between employers and employed in England. The depopulation (amounting, it is said, to one-third of the nation) which followed the great plague of 1348, the "Black Death," caused a natural rise in the price of labor. Whole villages died out; houses fell in ruins; entire flocks perished for want of herdsmen; and the corn crop perished for want of reapers. The clergy even raised their fees for masses and prayers, because fewer persons were able to afford such luxuries; merchants and tradesmen took advantage of the small supply of wares to raise their prices; and in like manner the workmen endeavored to profit by the dearth of labor, by refusing to work except at enormous prices. The wealthy class objected to all this, and the purpose of the Act referred to was to fix the wages, by requiring all laborers, etc., to accept the same remuneration as had been customary before the plague. Any lord of the manor paying more was to be mulcted in treble damages; food was to be sold at reasonable prices; and alms were forbidden to able-bodied laborers. The statue, how-

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ever, seems to have been disregarded; and two years later we find the master shearmen of London complaining to the city authorities that they could not get men at the same wages as formerly, and that the workmen also refused to work unless they were paid by the piece.

There had, indeed, already been something of the nature of a "strike," and it was, therefore, ordered that any further disputes should be settled by the warden of the trade. If a workman did not submit, he was to be punished by the mayor and aldermen. All, however, was of no avail, and what is also surprising is the obtuseness that could for a moment imagine the Act could be enforced. The statute had to be enforced by the Manor Court, and that court depended for efficiency upon the good will existing between landlord and tenant; and where statute prices were paid the difference was made up in some other way. Professor Rogers has recently brought to light some curious instances of evasions of the Act, by the alterations in the record of the court from the price actually paid to the statute prices; alterations evidently made to technically conform to the law, while actually evading it. At last the peasants combined to resist the law. They organ-

CARPENTERS AND THEIR TOOLS

ized themselves, and they subscribed considerable sums of money for the defense and protection of serfs, which, it has been suggested, may have included the payment of fines. In point of fact, here is a rudimentary trade union to resist an unjust law and to secure higher wages. A similar statute to the one above quoted was passed in 1362, when, after a violent tempest, a royal order was issued that the materials for roofing and the wages of tilers should not be enhanced by reason of the damage done by the storm. An additional statute, with a similar object was passed the following year.

HIGH WAGES, CHEAP FOOD, AND SHORT HOURS

From these sources, and from the industrious researches of Prof. Thorold Rogers, we learn what were the wages earned at the period before the rise set in.

It will be sufficient to say here that they were not satisfactory, though not so meager as has been generally supposed. The Acts, however, were disregarded, the men refusing to work for less than double or treble the sums prescribed by statute. For about a dozen years wages continued to rise, until in 1363 the prosperity of the peasantry was so great that an Act (37 Edward III, c. 14) was passed enjoining carters, ploughmen, and farm servants generally, not to eat or drink "excessively," or to wear any cloth except "blanket and russet wool of twelvepence," while domestic servants were declared to be entitled to only one meal a day of flesh and fish, and were to content themselves at other meals with "milk, butter, cheese, and other such victuals."[2] These restrictions were as futile as those which preceded them, and it would be foolish to weary the reader with an account of similar legislation effected during the succeeding century, in spite of which, however, wages constantly advanced; and we find an Act passed in the reign of Richard II stating that laborers would not work except at a rate "much more than hath been given to such servants and laborers in any time past." Indeed, they were the halcyon days of the British laborer. He was much better off then than he is now. The rise in the wages of labor after the famine of Edward II was as much as from 23 per cent to 30 per cent; and after the Black Death in the following reign the average advance was upwards of 50 per cent more. The masons succeeded in obtaining an advance of 60 per cent, the reason of which will be given immediately. Great, too, as was the rise in wages, there was no corresponding rise in the price of provisions. Everything the laborer needed was as cheap as it ever had been, his labor was rising in value week by week, and he worked only

SPINNING WITH THE DISTAFF

eight hours a day. Never before or since have the workingmen of England been so well off as far as material comforts were concerned, and this halcyon period lasted until 1390.

(*To be continued in our next issue*)

[2] In Scotland, at a much later date, farm laborers complained that they had to eat salmon more than four days a week.

Philadelphia Board of Trade on Retirement

The Philadelphia Board of Trade in its 86th Annual Report (1919), just issued, takes strong ground in favor of any well-considered legislation" for the retirement of government employees;

3. *Pensions for Civil Service Employees.* Believing that all civil service employees should be protected by a pension, the Board of Trade sent the following letter to the senators and congressional delegation from Philadelphia:

"The Philadelphia Board of Trade is convinced that the policy adopted many years ago by such foreign governments as England and France, in organizing systems of retirement for the veterans in their civil service, has proved to be most wise and has secured thereby a greatly increased efficiency in such service.

"No better evidence of the business wisdom of caring for the retirement of superannuated and disabled employees can be presented than a reference to the establishment and maintenance of pension funds by the great corporations and large railroads of the country, a great number of the leading railroads having already provided such funds without cost to the employees.

"It is believed that the granting of pensions, under properly guarded provisions of law, to those who have long and faithfully served the Government in its civil service, will prove a great incentive to a loyalty to that service which must be the means of securing a market improvement in the efficiency of every department of the Government.

"In view of the foregoing, the Board of Trade would ask that you use your influence in favor of the passage of any well-considered legislation that may be introduced having for its purpose the desired retirement of civil service employees with government pension."

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Why Ratify the Peace Treaty?

American Labor's reasons for supporting the League of Nations Covenant with its Labor Provisions. This statement was prepared recently by President Gompers "to carry out the purpose of the Atlantic City Convention of the American Federation of Labor in endorsing the Covenant of the League of Nations and the labor draft agreement as part of the Treaty and of the League."

(From *The American Federationists*)

Referring to the material which follows, the Acting Editor of *The American Federationist*, Mr. Matthew Woll, wrote in connection with its publication in that journal:

"This pamphlet, together with an explanatory letter has been issued to the officers and members of organized labor. The pamphlet is, in reality, a condensed textbook on the Treaty of Peace. It ought to be distributed as widely as possible among members of organized labor and among non-members as well.

"Because of the great interest attaching to the League of Nations and the labor draft convention and because it is desirable to spread all available information as thoroughly as possible, both the letter and pamphlet are here published in full."

WASHINGTON, D. C.,
JULY 5, 1919.

To the Officers and Members of all Organized Labor:

DEAR Sirs and Brothers: Enclosed you will find two copies of a brief pamphlet to which your attention is specially called. They deal with the most momentous question with which the people of the United States and of the democratic countries of the world are confronted. The pamphlets deal with the treaty of peace, the covenant of the League of Nations and the labor charter.

The convention of the American Federation of Labor, held at Atlantic City, N. J., June 9 to 23, inclusive, 1919, adopted a declaration endorsing the covenant of the League of Nations and the labor draft agreement as part of the treaty and of the league. In addition to endorsing the treaty, the covenant of the League of Nations and the labor charter, the convention also adopted the following:

"That nothing in the League of Nations as endorsed by this convention can be construed as denying the right of self-determination and freedom to Ireland as recognized by the vote of this convention. . . ."

The endorsement by the convention, 29,909 in favor and 420 against, represented a membership of 2,990,900, and 42,000 respectively, thus showing that the American Federation of Labor is practically unanimous upon these questions.

There are some interested groups and politicians who would undertake to defeat the treaty, the covenant and the labor charter. They are the groups and the politicians who have generally been antagonistic to the labor movement and to the legislation sought by labor.

There are no people in the United States so vitally interested in the ratification of the treaty as the working people and it is the duty of the organized labor movement in every section of our country to make known by resolutions, letters or telegrams to their two United States Senators, addressing them at Washington, D. C., that it is the wish and the hope of their respective unions that these Senators shall vote for the ratification of the treaty.

If the treaty should be defeated by the failure of the Senate to ratify it, it will mean that the whole situation in Europe and America will be reopened. It will mean that each nation will create a large standing army, a large navy, arms and munition plants, the nations will compete with each other so that the whole world will be armed camps. It will mean that the protection and promotion of the rights and interests of the workers of the whole world will receive no international consideration and action. It will mean putting the aspirations and hopes of the workers of the democratic countries of the world back a generation or more.

The enclosed pamphlet will give sufficient information upon which your union or central body can base a resolution, motion, letter or telegram as to the action of your union and you are again urgently requested to communicate at once with your two United States Senators, addressing them at the United States Senate, Washington, D. C.

In addition, individual members and friends of organized labor will aid materially if they will send a letter or even a postal card to each of the two United States Senators prevailing upon them to vote in favor of the ratification of the treaty with the League of Nations and the labor charter.

Kindly advise of the action which has been taken by your State Federation of Labor, Central Body, your Local Union or individual members and friends.

All know that the covenant and the labor charter are not perfect. No more is any other human institution perfect, but the covenant and the labor charter are the first real effort made to try and prevent a recurrence of international bitterness and international wholesale slaughter.

Fraternally yours,
SAMUEL GOMPERS,
President,
American Federation of Labor.

Attest:
FRANK MORRISON,
Secretary,
American Federation of Labor.

WHY THE PEACE TREATY SHOULD BE RATIFIED

The world has emerged from the greatest war in history with two main ideas dominating human thought.

The Peace Conference in Paris, therefore, had for its main objects:

1. To prevent future wars, and
2. To improve the world as a place for human habitation through the extension and improvement of democratic self-government.

Former peace treaties have concerned themselves solely with indemnities and boundary lines. Peoples, money, and territories have been handed from vanquished to victor about in proportion to the severity of the defeat suffered by the losing nation or nations.

The document brought into being in Paris was built upon new principles. The victorious nations did not set out to see how much territory they could take to themselves from the defeated nations.

A fact of paramount importance in gauging the integrity of the Peace Conference was the fact that millions of people were liberated and set up under independent governments of their own choosing.

The Paris conference sought, as no other peace conference ever has sought, to reach into the mind of the people and write into definite terms the deepest and best thought to be found there. So it was that the interests of the world's toilers came to be

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considered. This was truly an epoch-making step. The covenant of the League of Nations is the written verdict and agreement of the civilized world that until justice is done to those who work, justice has been done only in part.

Not even the most ardent advocate of the League of Nations covenant or of the labor section of the Treaty of Peace will contend that perfection is to be found in it. The Paris conference did not produce a perfect document and did not give a perfect expression to the high ideals that animate the civilized world today.

The conference DID produce a document that measurably expresses the best and most constructive thought of the world and that opens the way absoluely to a complete expression of the highest ideals which mankind may have and it is for that reason that the complete effort of every forward-looking person should be dedicated to securing ratification of the treaty.

The Treaty of Peace establishes no barrier to progress anywhere.

It opens the way to progress everywhere.

It seeks to clear the way of some of the most hopeless barriers that have held nations enchained in the past and tends to make obsolete the institution of war, which has been throughout the history of mankind the most destructive agency it has known.

Labor in the Treaty

The labor section of the Treaty of Peace gives to the working people a status in society which, prior to the great war, was little more than a dream in the minds of a few. In the language of the preamble to the labor draft convention as written into the Treaty of Peace, the whole civilized world now agrees that:

WHEREAS, The League of Nations has for its objects the establishment of universal peace, and such a peace can be established only if it is based upon social justice; and

WHEREAS, Conditions of labor exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperiled; and an improvement of those conditions is urgently required as, for example, by the regulation of the hours of work, including the establishment of a maximum working day and week, the regulation of labor supply, the prevention of unemployment, the provision of an adequate living wage, the protection of the worker against sickness, disease and injury arising out of his employment, the protection of children, young persons and women, provision for old age and injury, protection of the interests of workers when employed in countries other than their own, recognition of the principle of freedom of association, the organization of technical and vocational education and other measures.

WHEREAS, Also the failure of any nation to adopt humane conditions of labor is an obstacle in the way of other nations which desire to improve the conditions in their own countries.

The Members of the League of Nations moved by sentiment of justice and humanity as well as by the desire to secure the permanent peace of the world, agree to the following convention.

Social justice here takes its place as one of the prime considerations of mankind.

Nor is this social justice a mere abstraction. It becomes in the Treaty of Peace something definite that enters into the lives of all people.

Perhaps more expressive of the thought underlying the labor section of the treaty is the paragraph which serves as a preamble or introduction to the nine specific points constituting what is known as Labor's Bill of Rights. This paragraph reads:

The Members of the League of Nations, recognizing that the well-being, physical, moral and intellectual, of industrial wage-earners, is of supreme international importance, have framed a permanent machinery associated with that of the League of Nations to further this great end. They recognize that differences of climate, habits and customs of economic opportunity and industrial tradition make strict uniformity in the conditions of labor difficult of immediate attainment. But holding, as they do, that labor should not be regarded merely as an article of commerce, they think that there are methods and principles for regulating labor conditions which all industrial communities should endeavor to apply so far as their special circumstances will permit.

The nine points which constitute this Bill of Rights are specific provisions calculated to make possible a better and fuller life for working people in every country. They are so important that they should be given the widest circulation possible in every country. They are here set forth in full:

Among these methods and principles (quoted just above), the following seem to the Members of the League of Nations to be of special and urgent importance:

"*First.* The guiding principle above enunciated that labor should not be regarded merely as a commodity or article of commerce.

"*Second.* The right of association for all lawful purposes by the employed as well as by the employers.

"*Third.* The payment to the employed of a wage adequate to maintain a reasonable standard of life as this is understood in their time and country.

"*Fourth.* The adoption of an eight-hour day or a forty-eight-hour week as the standard to be aimed at where it has not already been obtained.

"*Fifth.* The adoption of a weekly rest of at least twenty-four hours, which should include Sunday whenever practicable.

"*Sixth.* The abolition of child labor and the imposition of such limitations on the labor of young persons as shall permit the continuation of their education and assure their proper physical development.

"*Seventh.* The principle that men and women should receive equal remuneration for work of equal value.

"*Eighth.* The standard set by law in each country with respect to the conditions of labor should have due regard to the equitable economic treatment of all workers lawfully resident therein.

"*Ninth.* Each state should make provision for a system of inspection, in which women should take part, in order to insure the enforcement of the laws and regulations for the protection of the employed."

The estimate of the Peace Conference itself upon this Bill of Rights is accurate and valuable.

The conference made no vainglorious statement to the effect that all the ills of mankind are to be cured by the language of the treaty, but it did make an honest and truthful statement as follows:

"Without claiming that these methods and principles are either complete or final, the Members of the League of Nations are of the opinion that they are well fitted to guide the policy of the League of Nations and that if adopted by the industrial communities who are members of the League and safeguarded in practice by an adequate system of such inspection, they will confer lasting benefits upon the wage-earners of the world."

Of this program President Wilson says:

The labor program which the Conference of Peace has adopted as part of the Treaty of Peace, constitutes one of the most important achievements of the new day in which the interests of labor are to be systematically and intelligently safeguarded and promoted.

Amidst the multitude of other interests this great step forward is apt to be overlooked and yet no other single thing that has been done will help more to stabilize conditions of labor throughout the world and ultimately relieve the unhappy conditions which in too many places have prevailed.

Personally, I regard this as one of the most gratifying achievements of the Conference.

The International Labor Congress

In addition to the magnificent Bill of Rights, the labor section of the treaty creates "a permanent organization for the promotion of the international regulation of labor conditions."

The International Labor Congress cannot impose its will upon any unwilling nation. It will have none of the functions of a supreme parliament. The underlying idea is to *foster progress throughout the world by a free-will adoption of higher standards* as a result of the reasoned decisions of nations acting collectively.

Standards of advanced countries are given absolute protection against any possible concerted action to lower them on the part of less advanced nations:

"In no case shall any of the Members of the League of Nations be asked or required, as a result of the adoption of any recommendation or draft convention by the Conference, to diminish the protection afforded by its existing legislation to the workers concerned."

Amendment and improvement are provided for in the labor section of

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the treaty just as it is in the Covenant of the League of Nations itself:

"Amendments to this convention which are adopted by the Conference by a majority of two-thirds of the votes cast by the delegates present shall take effect when ratified by the states whose representatives compose the Executive Council of the League of Nations and by three-fourths of the states whose representatives compose the body of the delegates of the League."

There has been criticism of the reading of the first clause of the nine contained in Labor's Bill of Rights where it is provided that "labor should not be regarded merely as a commodity or article of commerce." It has been charged that this is a negative declaration and actually means that labor is a commodity. This interpretation is wholly unwarranted by any rule of grammar or construction. The Bill of Rights is in the form of a resolution. The nine points are in reality the nine "resolves" of the resolution while the introductory paragraph is the "whereas" of the resolution.

The resolution, to be considered accurately and intelligently, must be considered as a whole. The resolves are predicated upon the whereas, and the whereas says: "That the well-being, physical, moral and intellectual of industrial wage-earners is of supreme international importance."

The meaning of the document as a whole clearly and unmistakably is that working people must hereafter be regarded as people and not as mere units of labor power which are to be bought and sold.

The draft convention dealing with labor takes the concept that was written for America in the famous provision in the Clayton Law and makes it the supreme edict of the civilized world. It might have been made stronger. It might have been couched in more specific terms.

The point today is that reconstruction of any part of the document is impossible.

Thousands who read the Covenant of the League of Nations and the labor section of the treaty will see at once where the language of both can be improved. Each will know just how it should be rewritten to be made more clear and more emphatic.

That representatives of some twenty-eight nations of varied and at times conflicting interests could again come together and agree upon a document of greater clarity and greater value is so doubtful as to be almost a sure impossibility.

A Document for Humanity

The League of Nations Covenant provides for a voluntary league of free nations.

The League undertakes, by virtue of acceptance of the Covenant, to promote justice and preserve the peace of the world.

The nations associated in the League undertake obligations *not to resort to war*, but to deal openly, honestly and justly with each other.

The nations pledge themselves to observe scrupulously the sanctity of treaties and to establish the rules of international law as the rule of international conduct.

And the nations pledge cooperation in matters of common concern. Witness the labor section of the treaty, the disarmament clauses and the creation of the international secretariat of the League itself.

In the Covenant the nations agree to:

Submit disputes to arbitration.

Respect and preserve the political independence and territorial integrity of each member nation against *external aggression.*

Abstain from war against any member nation until the dispute has been sent to arbitration or mediation and until three months after the award or recommendation. Even then the nations agree not to war upon any nation that accepts the award or complies with the unanimous finding of the Council or Assembly.

Exchange information about military and naval programs and industries adaptable to warlike purposes, and

For stated periods, not exceeding ten years, unless relieved of the obligation by the Council, observe limitations of armament when voluntarily adopted by each of them on recommendation of the Council.

This is not paradise. It is not perfection. But it is the first good pavement on the road to perfection.

Moreover, the League undertakes to—

Secure fair, just and humane treatment for labor.

Secure just treatment for natives under control of member states.

And, hall-marks of honest intentions, the member nations agree to—

Abrogate all treaties inconsistent with the Covenant and make no new ones, and

Register all new treaties, which shall not be binding until they are registered.

Secret diplomacy dies by virtue of those paragraphs.

The Covenant of the League of Nations, itself born in the open, rings down the curtain on secrecy.

To have achieved that turn-over in diplomatic practice is to have achieved a revolution in diplomacy. This is by no means one of the least of the benefits of the League of Nations Covenant, visited upon the world even before the Covenant has been made the official declaration of the nations.

American Labor's Endorsement

The American Federation of Labor, on Friday, June 20, in convention in Atlantic City, N. J., endorsed the League of Nations Covenant and the labor section of the treaty, by a vote of 29,909 to 420 votes, almost a unanimous decision. This vote was taken after every possible adverse argument had been presented with the utmost freedom in unlimited debate by the minority that opposed endorsement.

In the report of the committee, on which the great convention acted in voting its endorsement, there is this language which carries the conviction of American labor in favor of the most progressive and constructive international agreement ever entered into:

"Your special attention is directed to the protocol of Article 19, . . . which reads as follows:

" 'In no case shall any of the Members of the League of Nations be asked or required as the result of the adoption of any recommendation or draft convention by the Conference to diminish the protection afforded by its existing legislation to the workers concerned.'

"We agree with the Executive Council that the treaty embodying the Covenant of the League of Nations is not a perfect document and that perfection is not claimed for it. Your committee agrees 'that it marks the nearest approach to perfection that has ever been reached in the international affairs of mankind.' It is calculated to and does 'provide the best machinery of procedure yet devised for the prevention of war.' It provides that international disputes between nations shall be settled in the calm light of reason and justice, rather than by the arbitrament of war, with its consequent slaughter of priceless human lives and destruction of untold wealth.

"No human being in possession of his moral senses can deny the adoption of a measure that will tend to prevent the indescribable horrors of another world war. Civilization must turn to a point where international disputes will be settled in the calm light of reason, rather than by the repetition of the horrors we have just witnessed. While the Covenant of the League of Nations, with its labor provisions is not perfect, is not all that we desire, *it is in the right direction*, for the reason stated, and a multiplicity of others, and should be adopted in principle, and we so recommend.

"We further recommend that the Executive Council be authorized and directed to aid in every way the holding of the International Labor Con-

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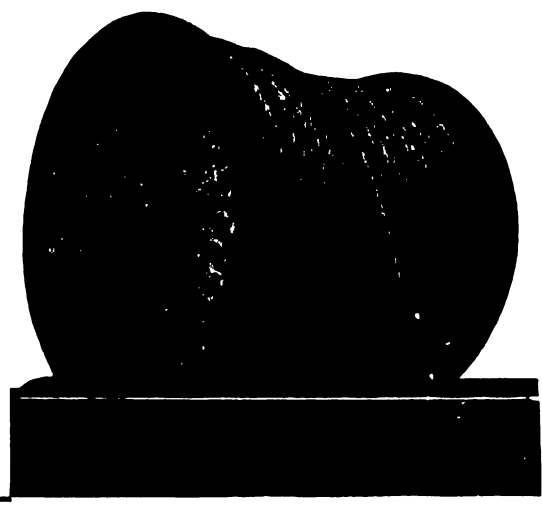

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gress which, under the Treaty of Peace, will convene in Washington, D. C., in October, 1919."

The case for the League of Nations is overwhelming.

Through the Covenant of the League the heart and conscience of the world are set firmly against wrong and against going backward.

It has not yet been learned how to make war impossible, but the Covenant of the League of Nations will make it exceedingly difficult. War can never be outlawed except by an agreement among nations, such as this.

It has not yet been learned how to keep men and women from falling backward at times, and so it may be with nations, but under the Covenant they will find it hard to drag the world back with them.

The doors to progress are opened wide. Inducement to go forward is the spirit of the Covenant.

Peace and progress are founded on justice.

The Covenant of the League of Nations is the most powerful ally justice has ever found in the history of man.

The democratic thought of the world is determined that the new day shall dawn. Designing politicians who speak for personal ambition, partisan advantage, or for special interests should be advised to give heed to the voice of humanity, for it will not be denied.

In the League of Nations is the only safety we know of for the future and the only spiritual recompense we have found for the anguish of the past.

SAMUEL GOMPERS,
President, American Federation of Labor.

Epigrams by Samuel Gompers

The judiciary looks backward for authority, not forward.

Real freedom, which consists in specific rights to do things, is the potent force that has brought the human race to its present state of progress and development.

A worker cannot be part human and part thing; part free and part unfree. If he is a free human being that which is inseparable from his personality, which is part of his flesh and blood and nerve force, cannot be classified as property. Employers may own plows, machines, shovels, hammers, but they do not own the labor of any free man. Labor is the creative force, the highest expression of individuality.

Made a Hit

"That speaker certainly made a hit."
"What did he talk about?"
"About ten minutes."

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British Civil Service

(*Continued from page* 520)

(iv) The encouragement of the further education of Civil Servants and their training in higher administration and organization.

(v) Improvement of office machinery and organization and the provision of opportunities for the full consideration of suggestions by the staff on this subject.

(vi) Proposed legislation so far as it has a bearing upon the position of Civil Servants in relation to their employment.

Committees

24. The National Council may appoint Standing Committees, Special Committees, and Grade Committees and may delegate special powers to any Committee so appointed.

The members of the Standing Committee shall be members of the Council. The Council may appoint on Special Committees such persons not necessarily being members of the Council as may serve the special purposes of the Council. Grade Committees shall consist of representatives of the grade concerned and official representatives, such persons not necessarily being members of the Council.

Remuneration of Certain Classes

25. The National Council shall be the only Joint Body to determine questions of remuneration affecting a class employed in two or more Departments. Such questions affecting Treasury Classes shall be referred by the Council to Grade Committees of that Council. In the case of other classes the National Council shall determine whether reference should be to Grade Committees of the National Council or to a joint meeting of the Departmental Councils concerned.

Decisions

26. The decisions of the Council shall be arrived at by agreement between the two sides, shall be signed by the Chairman and Vice-Chairman, shall be reported to the Cabinet, and thereupon shall become operative.

Publication of Proceedings of National Council

27. Only statements issued under the authority of the Council shall be published, and such statements shall be as full and informative as possible.

Minutes

28. The Council shall keep Minutes of its proceedings.

Finance

29. Each side of the Council shall be responsible for its own expenses;

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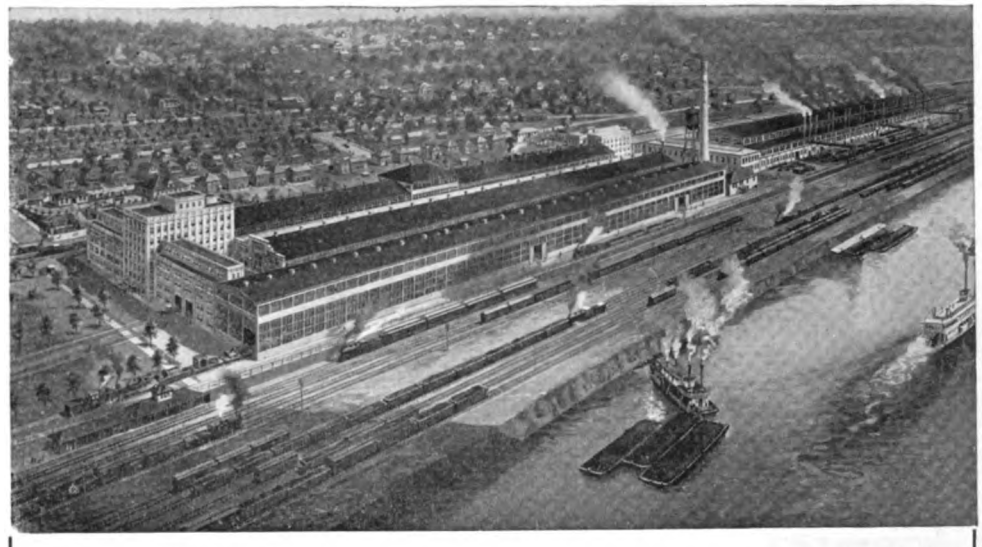

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the common expenses shall be defrayed in equal proportions by the Government and the Staff Associations.

Amendment of the Constitution

30. The Constitution of the Council may only be amended at an Annual Meeting. Notice of amendment of the Constitution must be given and circulated to the members of the Council at least one month before the meeting.

Notes on the Above Constitution

31. The National Council for the Administrative Departments should cover all Civil Servants not covered by the Joint Bodies for the Government Industrial Establishments. It will no doubt be necessary for certain grades to elect whether they will come within one or other of the two systems. It is indeed possible that in certain cases a grade may be under one system for certain purposes and under the other system for other purposes.

32. There may be problems of common interest to the Civil Servants covered by the Joint Bodies for the Administrative Departments and the Civil Servants covered by the Joint Bodies for the Industrial Establishments. Experience will indicate the best kind of machinery for the consideration of such problems, and the National Council will, we anticipate, keep in touch with the Joint Bodies for the Industrial Establishments when questions of this kind arise.

33. *Membership.*—We recommend that in the first instance there should be equality of numbers on the two sides of the National Council. After the fullest consideration we think that an aggregate initial membership of 54 will provide a body, the staff side of which should be representative of the Civil Service as a whole. While we have refrained from making any definite recommendations as to the direct representation of women by women on the National Council, women will be eligible for appointment to the Official side of the Council, and it is understood that certain groups of Associations will include women among their members on the Council.

34. *Separate Bodies need not be set up to deal with questions of Remuneration.*—We are of opinion that the conditions in the Administrative Departments do not call for the establishment of separate Joint Bodies (analogous to the Trade Joint Councils in the Scheme for the Government Industrial Establishments) whose special function would be the consideration of wages questions. It will be observed that under the Constitution questions of remuneration affecting a class employed in two or more departments will normally be dealt with by Grade Committees of the National

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Council. We contemplate that as a rule the National Council will give formal approval to the findings of these Grade Committees.

35. *Agreement (Procedure).*—It will be observed that the Constitution provides that the decisions of the National Council shall be arrived at by agreement between the two sides representing respectively the Government and Civil Servants, shall be signed by the Chairman and the Vice-Chairman, shall be reported to the Cabinet and shall thereupon become operative. It will be the duty of the Chairman to see that the decisions reach the proper executive authority without delay.

36. *Disagreement.*—We have carefully considered the position which may arise should the two sides of the Council fail to agree. If the question at issue is one of remuneration and so within the terms of reference of the Civil Service Arbitration Board, it will be remitted to that Board for adjudication. It has been suggested that fixed machinery should be created to deal with other questions on which agreement has not been arrived at and which are outside the Board's terms of reference. We feel, however, that it is undesirable to suggest any fixed machinery for the solution of differences as its existence would necessarily impair the influence and authority of the National Council. Moreover, these questions will vary considerably in their nature and importance, and will in our judgment call for varying treatment. A way out of a deadlock may in some cases be found by informal consultation between the Chairman and the Vice-Chairman, in others by referring the matter to an informal Committee, consisting of the Chairman and the Vice-Chairman and the four Secretaries. In other cases some other solution may be feasible. In view of these considerations we have not thought it necessary or desirable to make specific provision in the constitution of the National Council for cases of disagreement, and we are satisfied that the best course will be to leave such cases to be dealt with individually as and when they arise, and not to attempt to lay down in advance any hard and fast rules.

37. The National Council will not act as a Court of Appeal from a Departmental Council, but it will be open to a Departmental Council to ask the National Council for advice in cases of difficulty.

38. *Special Leave.*—We recommend that Civil Servants who are members of the staff side of the National Council should be given special leave with pay when attending meetings of that Council, and that the cost of their substitutes should be borne out of public funds.

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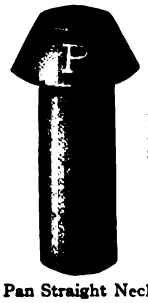

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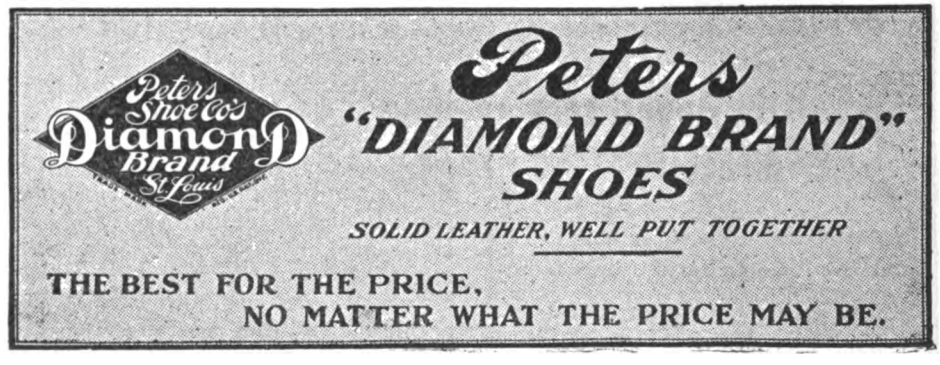

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39. We have received representations from various Irish Civil Service Associations on the subject of the establishment of a separate National Council for Ireland. After full consideration we have come to the conclusion that it is not competent for us, under our terms of reference, to make any definite recommendation on the subject, and we accordingly limit ourselves to expressing the opinion that questions exclusively affecting the conditions of service of Irish Civil Servants must be dealt with by Joint Bodies on which Irish Civil Servants have full and direct representation, and to pointing out that our recommendations respecting Special Committees of the National Council provide machinery for giving effect to this suggestion.

40. We have not thought it our duty to make any recommendation as to the allocation of seats to the specific groups on the staff side, but we are informed that the allocation will be as follows:—

Postoffice Associations	10
Civil Service Alliance	6
Civil Service Federation.....	5
Society of Civil Servants and Association of First Division Civil Servants	2
Institution of Professional Civil Servants	2
Temporary Staff Associations	2

DEPARTMENTAL COUNCILS

41. We think that it is neither possible nor desirable to prescribe in detail a form of constitution for the individual Administrative Departments which differ from one another in size, in organization, and in the nature of the duties they exist to perform. We confine ourselves to indicating in broad outline the principles on which the Constitutions of the Departmental Joint Bodies should, in our judgment, be framed, leaving each Department free to work out for itself the particular constitution best suited to its own peculiar conditions and requirements.

42. As a general rule there should be one Departmental Council set up in each Department. In Departments which are large, or which contain interests of a varied or possibly diverse character, more than one Departmental Council may be necessary; some Departments, on the other hand, are so small that they may not need all the machinery of Councils.

43. A joint meeting of official representatives and representatives of the Staff Associations having members employed in the Department should be called in each Department to decide the number and character of the Joint Bodies to be set up in the Department and to settle their written constitutions. These should then be

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submitted to the National Council for approval: at the same time it is our opinion that the National Council should not scrutinize the individual constitutions beyond the point necessary to secure that they are in harmony with Whitley principles, and are, as far as may be, on uniform lines. We think it advisable that substantial amendments of the constitutions should be dealt with on the same lines.

44. *Numbers.*—It is important that the size of the Departmental Councils should be kept as small as is consistent with efficiency and with the preservation of their representative character. The number of members on each side should be settled by each Department and need not be equal or constant. It should be open to each side to vary their representatives.

45. *Treasury Representation.*—The constitution of a Departmental Council should provide for the addition to the official side of the Council, on the invitation of the Chairman, of a representative appointed by the Treasury as occasion may require. Treasury representation on Joint Bodies other than the National and Departmental Councils is not contemplated.

46. *Chairman and Vice-Chairman.*—The Chairman at every meeting of the Departmental Council should be a member of the official side of the Council. The Vice-Chairman should be a member of the staff side of the Council.

47. *Representation.*—The official side of a Departmental Council should be appointed by the Minister or the permanent Head of the Department. Members of the staff side should be elected by the Associations or groups of Associations having members employed in the particular Department.

Where an Association has members outside as well as inside a Department, the electorate for that Department should be the members of the Association in the Department, and, if necessary, special machinery should be set up by the Association to ensure the carrying into effect of this arrangement. It will be open to the electorate so constituted to choose as their representative any member or official of the Association who is employed in the Civil Service or, if not a person so employed, is a full time officer of the Association. The election should in all cases be under the authority of the Association concerned. Although certain questions relating to classes employed in two or more Departments will be dealt with by special Grade Committees of the National Council, this fact should not preclude members in those classes from being elected to serve on the Departmental Councils.

48. *Functions.*—The objects and functions of Departmental Councils

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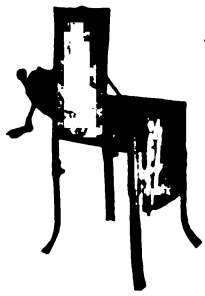

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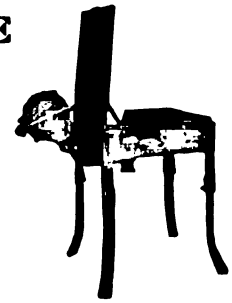

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will be those indicated for the National Council (paras. 21, 22, 23), so far as they have a special application to the particular Department, subject to the conditions that the determination of general questions is reserved for the National Council, and that questions common to two or more Departments, not being general questions, should be reported to the National Council, which may request the Departmental Councils concerned to meet and endeavor to agree on the subject under discussion. If desired by the Departmental Councils, the National Council may appoint a Chairman for such meetings.

49. *Committees.*—A Departmental Council may appoint Standing Committees, Special Committees, and Grade Committees and may delegate special powers to any Committee so appointed.

The members of the Standing Committees shall be members of the Council. The Council may appoint on Special Committees such persons not necessarily being members of the Council as may serve the special purposes of the Council. Grade Committees shall consist of representatives of the grade concerned and official representatives, such persons not necessarily being members of the Council.

50. *Promotion.*—It shall be within the competence of a Departmental Council to discuss any promotion in regard to which it is represented by the staff side that the principles of promotion accepted by or with the sanction of the National Council have been violated. To ensure satisfactory working of this arrangement steps will have to be taken to acquaint the staff with the nature of the accepted principles of promotion. It has been urged upon us that the wide and early publicity of all vacancies is desirable, but in our opinion this is a matter which will properly fall to be considered by each Departmental Council, and we consequently content ourselves with recording the suggestion.

51. *Discipline.*—It shall be within the competence of the Departmental Council to discuss any case in which disciplinary action has been taken if it is represented by the staff side that such a course is desirable.

52. *Decisions.*—The decisions of Departmental Councils shall be arrived at by agreement between the two sides, shall be signed by the Chairman and Vice-Chairman, shall be reported to the Head of the Department and shall be operative. Our recommendations (para. 36) respecting cases of disagreement on the National Council apply to cases in which Departmental Councils fail to reach agreement on questions which they are competent to decide.

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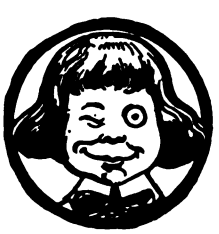

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53. Only statements issued under the authority of the Departmental Council should be published, and such statements should be as full and informative as possible.

54. *Minutes.* — The Departmental Council should keep Minutes of its proceedings.

55. *Finance.*—Each side of the Departmental Council shall be responsible for its own expenses; the common expenses shall be defrayed in equal proportions by the Government and the staff associations. We recommend that Civil Servants who are members of the staff side of a Departmental Council should be given special leave with pay when attending meetings of the Council, the Associations bearing the cost of substitution where incurred.

DISTRICT AND OFFICE (OR WORKS) COMMITTEES

56. The establishment and functions of such Joint Bodies, if not decided at the joint meetings called in pursuance of our recommendation in para. 43, above, will be a matter for the decision of the Departmental Council concerned when constituted.

Like the Departmental Councils, these Joint Bodies should have written Constitutions defining their functions and regulating their powers and proceedings.

We do not recommend that these Joint Bodies should discuss individual cases of promotion and discipline whether such cases fall within paras. 50 and 51 above or not.

Broken English

He was a hard-working and intelligent Frenchman, but the verbs still troubled him.

"Ah, yes, m'sieur, I saw Mrs. Brown the other day," he said to an English friend, "and she telled—I mean, told—me that her school was soon to break down."

"Break up, you mean."

"Ah, yes, break up! Your verbs do trouble me so yet! Break up—that was it!"

"Why was she going to let her school break up so early?"

"Because influenza had broken down in it."

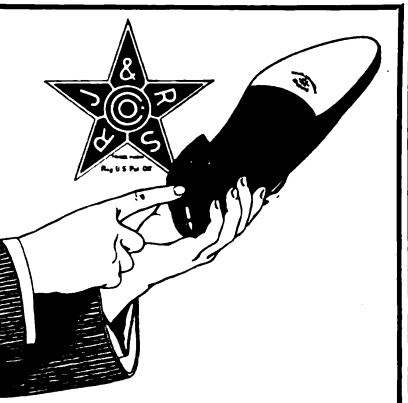
"Broken out. It is a bit puzzling, isn't it?"

"Broken out—ah, yes! And she is going to leave the house in charge of a caretaker, as she fears it might be broken—. How do I say that, please?"

"Broken into, I expect."

"That is it. Broken into—by the burglars."

"Ah, well, I think I am nearly broken myself by those verbs of yours." *Omaha World-Herald.*



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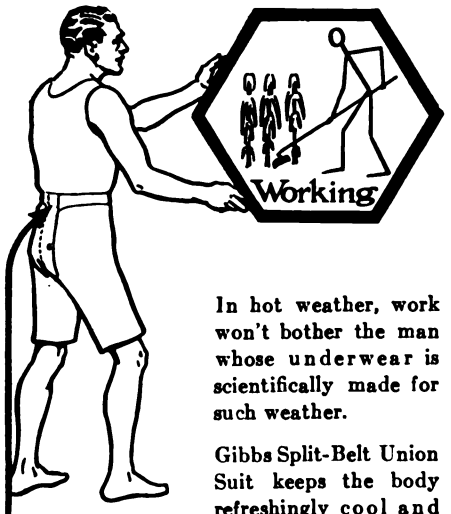

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The New Actors' Union—Its Origin and Objects

THE INTERESTING fact was chronicled in our issue of August 9 that a number of actors in New York City had formed a union in affiliation with the American Federation of Labor, under the title of the Actors Equity Association, with Francis Wilson at the helm. The new union lost no time in entering the field of active operations. Shortly after perfecting their organization a strike was declared against the Producing Managers Association, with the result that a number of the theaters in New York City were compelled to close their doors. The members of the new association entered into an agreement among themselves—

that until the Actors Equity Association is recognized as the representative of the actors, and until a satisfactory arrangement is made with it covering the working conditions of the actor, we will not perform any service for any manager who is a member of the Producing Managers Association or who refuses to recognize our association or issue its contract, either in plays now being presented or in plays which are now or may hereafter be rehearsed.

WHY THE ACTORS WERE FORCED TO ORGANIZE

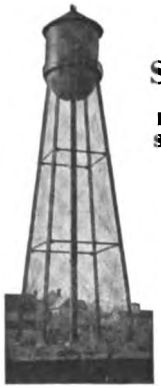
The position of the organized actors was clearly set forth in the following statement issued by the Association:

In this conflict there is but one important issue: Shall the actor have the right to collective protection? When the manager and actor dealt with each other as individuals, a situation existed which had no duplicate in any other field of activity. The actor, while free as an artist, was economically a slave. He often rehearsed the better part of a season, but worked and was paid salary for only a few weeks. The contract, which a majority of the managers forced the actor to sign, was so trickily drawn that legally there was not even one square meal for the actor in it. The women of the stage were inadequately protected.

The Actors Equity Association was formed to remedy these intolerable conditions. Although the managers reluctantly, after years of petitioning, made certain concessions tending toward better conditions, they never at any time treated the Actors Equity Association with the courtesy which its patience, its fair dealing, its desire for equity deserved. And at no time did a majority of the managers live up to the contract they had signed. Nevertheless the Actors Equity Association avoided conflict and hoped by setting an example of right conduct to induce the managers to accept and live up to a similar standard.

This policy, however, proved ineffective for when the Producing Managers Association was formed, it forthwith insisted that the actor give up some of the rights which had been so grudgingly granted. When this demand came, the Actors Equity Association suggested that if the existing contract was to be modified in one particular it should be changed throughout so as to conform to present conditions. This the managers refused.

Pittsburgh-Des Moines



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ARBITRATION REFUSED AND CONTRACTS IGNORED BY MANAGERS

The Actors Equity Association then secured the consent of the Hon. William H. Taft and the Hon. Charles E. Hughes to review the entire matter as arbitrators and offered to abide by their decision and enter into an agreement which would settle all differences for a term of years. This the managers refused.

Thereafter the Actors Equity Association affiliated with the American Federation of Labor. Within the last few days a committee of the council of the Actors Equity Association met a committee of the Producing Managers Association and at this meeting the latter severely criticized and censured the Actors Equity Association for affiliating with the American Federation of Labor, abused various of the officers of the Actors Equity Association and flatly refused to discuss the differences between the manager and the actor, demanding of the latter that he discard the Actors Equity Association, his sole means of representation and defense.

And at the very time when by these meetings the Producing Managers Association was leading the Actors Equity Association to believe that it was endeavoring to secure a harmonious agreement the chairman of the managers' committee was actually engaged in the information of a dual organization of various branches of the amusement world, for the avowed purpose of disrupting the Actors Equity Association and forcing the actor to deal with the manager as an individual.

And more than that; although the managers have given Actors Equity contracts to 90 per cent of the actors who are working in rehearsal today, yet already they have served notice upon the actor that they do not longer propose to live up to these contracts. It is an essential feature of each of these contracts that the Actors Equity Association is the representative of the actor in his dealings with the manager, and that association the manager now refuses to recognize and with it he refuses to deal. Therefore the actor works under these contracts at his peril.

Shame!

Why, oh why is it that all employers cannot learn to deal honestly with their workers? An official report reveals that not a few, but many, employers in New York State treated most shamefully workers who were injured and who made a direct settlement under the Workmen's Compensation Law. Instance after instance is cited where employers falsified the description of the injuries received and made payment not one-quarter as large as the unfortunate workers were entitled to under the law. Bloomingdale Brothers, of New York, for example, had one worker to whom $74.96 was paid for an injury, whereas the amount fixed upon investigation was raised to $1,208. An Interborough Rapid Transit employee was paid less than $150, whereas $1,100 additional compensation was awarded when the case was ferreted out and investigated. The official report makes the startling allegation that, in cases where the law is administered by the insurance carriers instead of by the State Commis-

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sion, "in 50 per cent of such cases the claimant is underpaid." Is it any wonder Bolshevists are bred among the rank and file of workers, when such heartless practices are indulged in by supposedly responsible concerns? The law ought to provide severe penalties for employers who thus cheat workers. What earthly business have employers to expect a square deal from their workers when employers themselves are guilty of such disgraceful acts?—Editorial in *Forbes*, a Magazine of Business, New York.

Engineers and Unions

The American Association of Engineers is differentiated from other societies of engineers chiefly by the fact that its most significant aim is the increasing of the salaries of engineers. It has already met with some success in this, and is now engaged in a campaign for better salaries for engineers in public employ.

The society has been accused of attempting to "unionize" the engineers of the country, which accusation it has denied emphatically. Unquestionably, 5 years ago not 1 per cent of the civil engineers of the country would have considered joining a "trade union"—the idea was considered decidedly nonprofessional. But the war has revolutionized more things than the map of Europe, and we learn of an old established local engineering society applying for membership in the American Federation of Labor.

The latest startling move in this direction occurred last month, when the scientific and technical employees of the Federal Government organized as a branch of Local No. 2 of the Union of Federal Employees, affiliated with the American Federation of Labor. (One thing to be borne in mind is that the constitution of the union pledges all its members not to strike nor to support any strike against the Government.)

But the coming together of workers at trades and members of scientific professions has not been accomplished by a movement of the latter only. The A. F. of L., at its Atlantic City convention, adopted resolutions recognizing that "scientific research and the technical application of results of research for a fundamental basis upon which the development of our industries, manufacturing, agriculture, mining and others, must rest"; that "the health and well-being . . . of the whole population are dependent upon advances in medicine and sanitation," and that the advancement of workers of all grades in standards of living is dependent upon scientific research; and finally that "a broad program of scientific and technical re-

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search is of major importance to the national welfare and should be fostered in every way by the Federal Government, and that the activities of the Government itself in such research should be adequately and generously supported in order that the work may be greatly strengthened and extended."

We feel sure that this will prove to be not a joining of professional men with other classes of employees in the wrangling dispute with the capitalists, the common employers of both, which is so generally disapproved of by the great majority of the "middle classes," but something entirely different from this—another important step toward a new era when laborers, trade workers, professional men, and "leaders of industry" shall work together for the common good, and capital shall be the common servant of all.

And no set of men can do more to bring this about than engineers. As a class, they enjoy the respect and confidence of both capital and labor. A "Union of Engineers," affiliated with the A. F. of L., but with its own constitution and own methods of working, is a future possibility that may mean much for the rapid and peaceful evolution of the coming social organization in this country.—*Municipal Journal and Public Works*, New York City.

$1,000 Offered for a Single Word

Can you create the one word which will best denote the United States and all parts of Britannia? The World Trade Club of San Francisco has offered $1,000 to the person who suggests the word which, in the judgment of the club's Metric Campaign Committee, is best adapted to world-wide use.

The competition is open to all humankind. The money will be paid to the winner at noon on 15 May, 1920, by a committee appointed by President W. H. Hammer of the World Trade Club.

"Brit-Am," "Ambria," "Ambrittica," "Br-Am," "Sam-Bull" are some words thus far suggested. New names are constantly coming. The World Trade Club is offering this award because in carrying on its present campaign for the adoption of metric units by all English-speaking people—the United States, the British Isles, Canada, Australia, New Zealand, Tasmania, United South Africa and so on—it was hampered by the lack of a single short word which would express all these.

The metric units of weight and measure are now used by all the world except "Brit-Am" or "Ambrittica" or "Sam-Bull."

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American Industrial Conditions

(*Continued from page* 544.)

But they have seen with their own eyes and heard with their own ears of unconscionable profiteering of American corporations during the war, and they know that that same profiteering is now continuing unabated. I have just completed a study of the earnings of eighty-two representative American corporations, a record of whose profits is available from each year from 1911 through 1918. This is not a list selected either because the profits were large or because the profits were small. It is a list of all the corporations whose earnings covering this entire period were available to me. A compilation of these figures shows that the same eighty-two corporations which in the pre-war years had an average net income of $325,000,000 had net incomes in 1916 amounting to more than a billion dollars, in 1917 to $975,000,000, and in 1918 of $736,000,000. This is after the deduction of every dollar of state and federal taxes and the deduction of every conceivable charge which these companies could devise for reducing and concealing their apparent profits.

I am convinced, as a result of my study, that the actual profits, even after the payment of taxes in 1917 and 1918, were just as great as in 1916, the difference being accounted for by the fact that in 1917 and 1918 these corporations set up all kinds of excessive reserves for depreciation, amortization and other unspecified and fanciful contingencies, for the purpose of evading taxation and concealing their excessive earnings from the public and the tax collector.

But even taking the figures as they stand, we find that these eighty-two corporations earned, net, $3.00 in 1916 and 1917 for every dollar which they earned in the pre-war period, and over $2.00 in 1918 for every dollar earned in the pre-war period. This is profiteering with a vengeance, and the profiteers may well tremble lest the people may avenge themselves for the shameless exploitation during a period of the nation's greatest necessity.

"SELFISH AND FOOLISH EMPLOYERS" ADD FUEL TO THE FLAMES

And yet, with the people, and particularly the workers in this state of exasperation as a result of their daily struggle with an unjustly inflated cost of living, attempts are already being made by selfish and foolish employers to reduce wages. Sometimes these attempts to reduce wages are made directly, but far more often by the device of shutting down the plants for a short period to repair the ravages

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of high-speed war production and then employing new men at reduced rates; and the burning shame of it is that in many instances these new men who are being hired at reduced wages are our soldiers, the gold-striped veterans of the great war, who return to America ignorant of the new wage levels and are easily made the dupes of unscrupulous and unpatriotic employers.

There were indications at the recent convention of the National Association of Manufacturers that a concerted movement to reduce wages would be made by a large group of American manufacturers. These people, who banqueted so sumptuously at the Waldorf-Astoria while they concocted their plans for widespread reductions in wages, were playing with dynamite, and dynamite infinitely more dangerous, both to the capitalists and to the public, than all the May Day bombs of the anarchists.

American labor, whether organized or unorganized, will bitterly and effectively resist any such attempt to reduce wages until the price level has dropped far lower than it is today. Labor knows its advantages, and it knows now, as it has never known before, its stupendous power. All intelligent labor leaders know, even if the manufacturers appears not to know, that for the next generation there is to be a world-wide labor shortage, and that this shortage is almost certain to be the greatest in America. They know that more than seven million men were killed in the war and that even a greater number were incapacitated. They know that emigrants are leaving the United States in such great numbers that the American Bankers' Association has passed resolutions directing national attention to this phenomenon.

Wise men know also that the labor movement has greatly increased its strength in recent years. At least two million men have been added to the ranks of organized labor in America during the war. A million have been organized on the railroads alone, and more than a million have been added to the unions affiliated with the American Federation of Labor in other branches of industry.

American labor is more conscious than ever before of its power and of its rights. It will demand the abolition of age-old injustices. Labor has been in the harness for untold centuries. The harness has become heavy and galling, but labor does not now ask that the harness be lightened or that the share of oats and hay be enlarged. Labor now demands the right to climb into the driver's seat and help control the machinery which drives the lumbering chariot of modern industry.

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and all other enlightened citizens recognize that this new status which labor is demanding will either be granted graciously or will be won after industrial battles of a severity and extent which wise men seek to avoid. But individual employers and financiers are still unenlightened. They believe that what has been will be and that there are no new things under the sun. In a recent issue of *Law and Labor*, the organ of the American Anti-Boycott Association, it is shown that one-third of its membership of American manufacturers is opposed to any form of collective dealing with their own employees, even though they are unorganized and have no assistance from outside trade unions or labor leaders. The National Association of Manufacturers apparently expects to return to ante-bellum standards. The slave-owners of the South might just as well have expected to have their slaves back after the Civil War as for American employers to expect to return to the position of industrial absolutism which the majority of them occupied before the world war.

REACTIONARY EMPLOYERS AND RADICAL LABORITES A PERIL

There is an active minority of powerful capitalists and employers intent upon establishing in the United States a dictatorship of the plutocracy. There is an equally active and even more determined minority on the labor side determined to establish a dictatorship of the proletariat. Neither can succeed except by wrecking the existing industrial and social structure of the United States. We cannot have either a dictatorship of the plutocracy or a dictatorship of the proletariat except upon the ruins of American industry. If we are to save ourselves, if we are to save American productive industry and American social life from disaster, we must find a method and a means of orderly progress to the new status and new conditions which the workers of America have been promised and now demand.

SOLUTION ALONG POLITICAL LINES NOT TO BE HAD

This does not seem to be possible through our existing political institutions. There is no hope for orderly industrial and social progress through the present Congress. The Sixty-sixth Congress of the United States is the least enlightened, the most reactionary Congress that this generation has known. I do not except even the dark days of Cannonism and Payne-Aldrich tariff. The present Congress contains as many hard-shelled fossils as Cannon and Aldrich numbered among their supporters. But this Congress has no group of young, hard-hitting

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progressives such as threatened to depose Cannon from the Speaker's chair and all but defeated Aldrich in the Senate. The progressives now in Congress are relatively old men, tired with twenty years of hard fighting. They have not quit fighting and they have not lost their ideals, but they have lost the old punch and aggressiveness.

There is another reason why we can hope for nothing through the ordinary political machinery. That is the Espionage Law, which has terrorized countless thousands into ignominious silence. The Espionage Act was bad enough under war conditions. It is infinitely worse to continue it on the statute books since the signing of the armistice. It will be an outrageous invasion of the most sacred rights of Americans to enact any such legislation to apply to peace times. But I am informed that a majority of the reactionaries of the House and Senate are intent upon the enactment of statutes of suppression and oppression more stringent even than the war-time Espionage Act. I have faith that President Wilson will veto any such federal legislation. But I see, with equally great alarm, that some of the States have already enacted vicious legislation of this character, and I am informed that the predatory interests are determined to have the power to put such bills through the legislatures of perhaps a majority of the States and to secure their approval by the governors of these States.

The suppression of free discussion during a critical period such as we are now entering upon is of the greatest danger to the very life of the nation. There must be a safety valve of free speech and free assemblage if we are to escape the destructive explosions which a policy of suppression and coercion will render inevitable. The present Espionage Act should be immediately repealed and every State should purge its statute books of every such act limiting the rights of its citizens.

NATIONAL CONFERENCE OF CAPITAL AND LABOR NEEDED

Although the possibility of orderly industrial and social progress through our political institutions thus seems to be remote, it is nevertheless possible that we will find other means of reaching the same end. What we need is a national understanding, not of politicians, but of people. There is no reason why such an understanding as is necessary to avert the catastrophe which seems to be impending cannot be reached by those leaders who much more directly and truly represent the people than the man who sits in Congress. I mean that through a national conference of the representatives of

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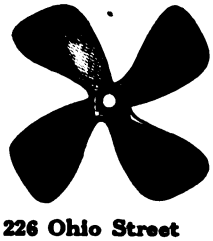
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labor and of capital, with proper representation of those public groups which have no direct affiliation with or dependence upon either labor or capital, an effective understanding can be reached which will provide the means for orderly progress toward better conditions and better relations between all groups of American society.

This is the method which England was forced to adopt when, according to Frank A. Vanderlip, she was threatened with impending revolution. Lloyd George did not then go to Parliament for a solution. Instead he summoned an industrial parliament made up of several hundred leaders of British industry. They reached an understanding and the British revolution was averted.

Some weeks ago the cables carried an intimation that President Wilson contemplated the adoption of some such method of dealing with the industrial situation in the United States. It is true that this was not specifically confirmed by the President's message to Congress, but a message to Congress was obviously no place for the President to reveal any plans which he might have for such an extra-legal method of procedure.

I do not doubt, therefore, that when the President returns and finds the nation confronted, as it seems now inevitable that it will be, with actual or impending industrial controversies which threaten national stagnation, he will turn to the device which has proved so effective in England and summon, first, a small conference of the outstanding leaders of American labor and the great financiers who control industrial capital, to be followed by a great industrial congress embracing leaders from all industries and from all sections of the country.

We are told by pessimists that such conferences and such a congress would result only in endless talk and final disagreement. I cannot accept that view. I cannot believe that the great American financiers are such fools that they will risk the possible destruction of all that they possess and control rather than make concessions which will satisfy the fair-minded majority who form the strength of the American labor movement. Nor do I believe that the leaders of American labor will put forward such unreasonable demands that an agreement will be impossible. If this congress were to be made up of provincial labor leaders and of employers whose knowledge and interest does not extend beyond the front doors of their own small shops, agreement might be difficult, if not impossible; but if the conference and congress are made up, as I trust they will be, of men accustomed to deal with large affairs in a

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large way, I am confident that the result will be an understanding and an enunciation of principles and policies far more effective for orderly progress than any legislation.

I love America. I foresee troublous times confronting her, but I have faith in the American people and am confident that out of the turmoil and dissension which are ahead will come a better understanding among all groups and all classes, from which will be evolved a life of greater comfort and happiness for all the people of America and an enduring basis for that citizenship which alone makes a nation truly great.

The Cost of Living and Wages

. . . The Shipbuilding Labor Adjustment Board has on three occasions raised wages to the extent that the cost of living has risen, having done so on each occasion only after an extensive survey and measurement of the increased cost of living has been made. The National War Labor Board in nearly every case that has come before it for settlement has considered evidence and testimony on the increased cost of living. In perhaps half of the cases they have made a settlement of wages on the basis of the increased cost of living, and in many cases specific provision has been made for the future readjustment of wages on the basis of changes in the cost of living. The Railroad Wage Commission based a recent raise in wages on the results of a special nation-wide survey into the extent that the cost of living had risen. A number of private employers have raised wages after having had special studies made to determine the extent of the increase in cost of living. A few companies have made provision for periodic (in some cases monthly) increases of wages, in accordance with the percentage increases in the cost of living. . . .

During the period of reconstruction following the war, if prices should continue to rise, there will be further adjustments of wages on the basis of rising prices. If, on the other hand, prices fall, it is certainly very desirable that wages should not fall more than prices. In either event the changing cost of living will be a prime factor in determining wages, and during the period of reconstruction, social and industrial conditions are likely to be such as to need the guiding hand of a strong public policy. Such a public policy must surely consider the standard of living in any directing or control it may employ on the course of wages.—WILLIAM F. OGBURN, *in Annals of the American Academy of Political and Social Science.*

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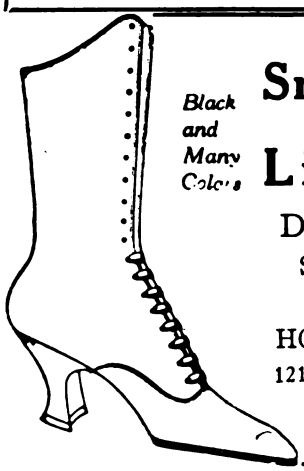
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NEW CONDITIONS REQUIRE SPECIAL TRAINING FOR RESEARCH WORK

An unparalelled and international broadening of mind has taken place during the period of the war in this country. National figures, national problems, and the national capital have acquired new significance. A great movement to the large cities is taking place. All desire to cast off provincialism and participate in the larger municipal and national life. We need here in the psychological center of the nation a new organism for harnessing and training at least a part of these restless forces along lines in harmony with their idealism, previous training, and their own and the country's good.

Democracy's reconstruction emergency is the need for widespread social intelligence, social sympathy, and social power. Gigantic issues affecting for all time the welfare of our people must now be solved in ways that will realize or mar our hopes. The world has been made comparatively safe for democracy to flourish. The problem is to make our democracy safe and encouraging to the best life of our people. Autocracy in industry and bureaucracy in government must go. A more just distribution of the means and actualities of welfare and human happiness must be put into effective operation. Some of the greatest problems a people can face are before us, among them the democratic and efficient operation and ownership of our mammoth transportation and communication systems, and the upbringing and educational development of all children and youth in the democratic mode of life. Childhood and youth are trained, protected, and guided in cooperative endeavor.

VAST STORES OF INFORMATION IN WASHINGTON NOT AVAILABLE

Washington is a veritable treasure-house of knowledge for the solution of these great problems, and our people perish for the lack of such knowledge actively operating in their intelligence, ideals, and habits. The means of collecting, discovering, and disseminating this knowledge are as

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yet very inadequate or non-existent. The truth discovered is scattered about in a hundred libraries, museums, and storehouses, public and private, in the District. It is usually very much mixed with error and to be found only in unreadable "government reports." The newer types of publicity undertaken by various bureaus are an encouraging start toward the time when our Government will perform its function of shedding light to all in proportion of their need. Today politics and prejudice hinder both social research in the Government and its universal dissemination to the public who, through the partial failure of both Government and the press, do not meet in large part the responsibilities of citizenship. All that we would have our nation become is possible with an enlightened citizenship. Our failure to eliminate many evils is in direct proportion to our lack of means of reseach and publicity.

BETTER FACILITIES NEEDED FOR TRAINING RESEARCH STUDENTS

Recognizing this need of the masses, the limitations which the Government suffers, and the idealism and desires of thousands of these youths ready to supply this prime need of our new democracy, Washington should have an institution devoted to training students in research work in the social field. If necessary, a student might do part-time work outside, cooperating in some such manner as has been worked out at the University of Cincinnati and elsewhere. Students could be helped in selecting and investigating practical problems in the field of public utilities or child development and possibly given assistance in placing marketing their products.

Those who undertake such preparation for social investigation and popular education should be for the greater part college graduates or writers who have special qualifications and interests in one of these two lines.

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(*Continued from page 576*)

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Balance, cash on hand, July 1, 1919	$10,968.05
RECEIPTS	
Initiation fees	$781.00
Dues	9,614.38
Reinstatement fees	7.00
Withdrawals	.35
Badges, buttons, etc.	4.25
May-pole dance (net receipts)	245.38
Total Receipts	$10,652.36
Total	$21,620.42
DISBURSEMENTS	
Per capita tax, initiation fees, paid N. F. F. E., July	$195.00
Per capita tax, dues, paid N. F. F. E., July	3,381.50
Per capita tax, previous month	1,362.75
Office rent	120.00
Office expense (ice, towels, etc.)	8.20
Clerk hire	622.60
Postage	150.00
Telephone and telegraph	16.30
Messenger service	9.35
Supplies and stationery (includes May)	824.18
Furniture and fixtures	19.95
Hall rent	44.40
Advertising, Washington newspapers	9.90
Expenses (scientific section)	109.83
Refund of dues	49.70
Maryland State Federation of Labor (quarterly dues)	5.00
Expenses (Recreation League)	129.70
Salary, J. C. Blackwell, organizing	40.00
Salary, D. W. Williams, organizing	10.00
Salary, organizer, July	150.00
Expenses, Organizer	11.23
Salary, President, July	60.00
Salary, Treasurer, July	225.00
Salary, Executive Committee, July	104.00
Salary, Recording Secretary, July	10.00
Salary, Recreation League Stenographer	100.00
Commission on initiation fees	52.75
Commission on dues	523.16
Total disbursements	$8,344.75
Balance, cash on hand, July 31, 1919	$13,275.67
OUTSTANDING OBLIGATIONS	
Advance dues	$13,102.00
Bills payable	100.00
	$13,202.00

I hereby certify that the above is a true and correct statement as shown by the books of this Union.

VAN A. ZAHN,
Treasurer.

Aug. 13, 1919.

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THE
FEDERAL EMPLOYEE
OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES
ISSUED WEEKLY

Vol. IV WASHINGTON, SEPTEMBER 20, 1919 No. 14

War Risk Wins

Interdepartmental Field Day an "Unqualified Success"

FOR four hours 750 Federal employees struggled for supremacy at the Central High School Stadium, Saturday afternoon, September 13, to an exciting finish, furnished by three one-mile relay teams from the Navy Yard, Treasury, and War Department, in which the Navy Yard won first place.

Fifteen hundred government workers turned out to root for their respective teams. No end of enthusiasm was displayed by the different groups of employees. The stadium was divided into nine sections, one for each department's employees. Gen. John J. Pershing, at present the most popular man in the United States, was an interested spectator in the War Department Section, as was the Secretary of War, who graciously started the meet going with his little gun at 3 p. m. In spite of the numerous entries (for there were 246 in the Ladies' 50-Yard Dash alone), the events were run off on schedule and finished on time, thanks to the able management of Maj. Waite C. Johnson, late of the Inter-Allied games of Paris, who was chairman of the game.

The crowd of over 15,000 watched with keen interest the winning or losing of their athletic representatives. All Washington newspapers have voted the meet an unqualified success and, as the *Times* said, "Not only the largest, but the most successful field and track meet of its kind ever held in Washington." Hon. Edward Keating, Secretary, Joint Re-classification Committee, presented medals to the winners.

Five bands in all, headed by the famous United States Marine Band, furnished music galore. "All Hail the Chief" brought the crowd to their feet as the hero of the A. E. F. came to his seat, but their cheers drowned the music and brought an appreciative smile from the general. The meet was arranged by the Government Recreation League of Local No. 2. Archie E. Cole, organizer, was chairman of the General Committee, and worked diligently for many days to make it the grand success it was. Seven hundred and forty-six government workers made 1,491 entries. Each and every member of the General Committee deserves the thanks of the union for the assistance rendered and the sincere effort expended. The Director of Finance, Brig.-Gen. H. M. Lord, the Admiral of the Navy Yard, Admiral Grant, and the Director of the War Risk, Colonel Cholmeley-Jones, are to be congratulated at the enthusiasm instilled in their workers. Although the Treasury won, with 67 points, all credit is due to the War Risk employees, who responded most

THE MEDAL
Gold, silver and bronze, awarded successful contenders

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Citizens Buying and Distributing League

Thousands Joining

DETAILS of the organization of the Citizens Buying and Distributing League, which according to its constitution has for its objects "the creation of a fund to be used for purchasing and distributing food supplies and commodities in use in the household," and "for mutual relief for its members and associate Community Buying Associations from excessive high cost of commodities," have been completed and definite steps are being taken to reduce the high cost of living by collective buying and distributing.

At a recent meeting held in the District Building officers were elected and a tentative constitution adopted. Following the meeting a statement was given out in which attention was called to the fact that while many ways might be proposed for obtaining temporary relief from the present high cost of living other countries had discovered that the only intelligent way of permanently overcoming excessive cost of commodities has been by forming collective groups for buying and distributing.

A War Department store is assured. It will be open for business next week. Orders are now being taken for men's and women's suits and wearing apparel, and several hundred pounds of butter are being sold each week.

A cooperative store is also to be established by the Treasury Department empolyees, the Navy Department has given space and permission to its employees to have a store of their own, and a big mass meeting of Navy Department clerks will be held this week to discuss the proposition and organization plans are now under way.

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War Risk Wins

(*Continued from page* 1)

gamely to the occasion, and, as their Director had advised them, they tried with their whole heart at every event they were entered in. The respective scores of the departments were: Treasury Department, 67; Navy Yard, 37; War Department, 33; Commerce Department, 11; Agriculture, 9; Miscellaneous Departments, 6; Shipping Board, 5; Navy Department, 4; Interior Department, 2.

The events in order were as follows:

Shot put—Won by Noonan (Navy Yard); second, Supplee (Treasury); third, Ashworth (War). Distance: 36 feet 11 inches.

Pole vault—Won by Keener (Shipping Board); second, Morrison (Agriculture); third, Rose (War). Height: 10 feet.

Three-legged race—Won by Bonifield and Detweiler (Treasury); second, Murdock and Lukens (War). Time: 8 seconds.

Ball toss for women—Won by Maloy (Treasury); second, Nichols (War); third, Dore (Navy). Distance: 177 feet.

Standing broad jump—Won by Wright (Treasury); second, Sladek (Navy Yard); third, Kitley (Navy Yard). Distance: 10 feet 3¼ inches.

Running broad jump—Won by McCarthy (Navy Yard); second, Aaronson (Commerce); third, Hopkins (Interior). Distance: 19 feet 3½ inches.

220-yard relay for women—Won by Treasury (Durand, Ryan, Maloy, Yelton, Seibold); second, Navy Yard; third, Navy. Time: 31 3-5 seconds.

Standing high jump—Won by Morrison (Agriculture); second, Boswell (Navy Yard); third, Decker (Agriculture). Height: 4 feet 3 inches.

50-yard dash for men over 45—Won by McMillan (Navy Yard); second, Buell (Treasury); third, Talley (Treasury). Time: 6 1-5 seconds.

Hop, step and jump—Won by Wright (Treasury); second, Aaronson (Commerce); third, McCarthy (Navy Yard). Distance: 39 feet 8¾ inches.

100-yard dash—Won by Dasher (War); second, Myers (War); third, Dewrick (Treasury). Time: 10 1-5 seconds.

Sack race—Won by Cherreaux (Navy Yard); second, Roby (Navy Yard); third, Campbell (miscellaneous). Time: 12 4-5 seconds.

120-yard low hurdles—Won by Connolly (miscellaneous); second, Sheehan (Treasury); third, Hopkins (Interior). Time: 16 1-5 seconds.

440-yard dash—Won by McNamara (Treasury); second, Dewrick (Treasury); third, Lukens (War). Time: 55 seconds.

Running high jump—Won by Aaronson (Commerce); second, Patterson (Navy); third, Dial (Treasury). Height: 4 feet 11 inches.

50-yard low hurdles for women—Won by Faber (Treasury); second, Seibold (Treasury); third, McFadden (Treasury). Time: 8 seconds.

220-yard dash—Won by Dasher (War); second, Myers (War); third, Dewrick (Treasury). Time: 24 seconds.

50-yard dash for women—Won by Durand (Treasury); second, Yelton (Treasury); third, Ryan (Treasury). Time: 7⅛ seconds.

880-yard run—Won by Hough (War); second, Geisler (Treasury); third, Lukens (War). Time: 2 minutes 10 seconds.

Tug of war for women—Won by War (Allen, A. Bergstrom, M. Bergstrom, Hardendorf, Kasmarck, Kelevy, McDonald, Mayhall, Moran, Murphy); second, Treasury.

One mile relay—Won by Navy Yard (McCarthy, Amer, Mealle, Rutley, Byers, Humphrey, Schreider, Gill); second, War; third, Treasury. Time: 3 minutes, 24 3-5 seconds.

The General Committee who did all the preliminary work were: Archie E. Cole, chairman; Corinne I. Lockman, Maj. W. W. Griffin, S. H. Hopkins, Robert C. Starr, D. J. Doyle, J. B. Collins, Sam L. Peake, Jack Haas, Ward Brennon, W. M. Koontz, F. M. Falconer, Jr., F. G. Parkman, J. R. Williams, Thos. J. Donovan, Wm. J. Hendricks, Harry B. Goldsmith, Lee L. McKenney, Eugene Carusi, B. F. Leizar, Wm. McIntosh, W. B. Crowell.

SUBCOMMITTEES

Prizes.—Edward F. New, chairman; Robert C. Starr, Jack Haas, J. V. Mulligan.

Bages and Decorations.—Sam. L. Peake, chairman; Maj. Lewis H. Price, Miss Cecil B. Norton, J. R. Williams.

Miscellaneous Detail.—Maj. W. W. Griffin, chairman; Edward F. New, B. F. Leizar, Wm. McIntosh.

Program.—Corinne I. Lockman, chairman; B. J. Doyle, S. H. Cooper, Mrs. Anna A. Carroll.

Reception.—Miss Cecil B. Norton, chairman; Mrs. Corinne Lockman, Miss Alice Pollock, Mrs. Isabelle G. Smith, Miss Rosalie Johns, Mrs. Anna A. Carroll, Sam F. Peake, James C. Blackwell.

The officials who so ably conducted the games were:

Chairman of the Games, Col. Waite C. Johnson
Grand Marshal.Brig.-Gen. Herbert M. Lord
Chief Field Judge.....Wm. G. Betts
Chief Track Judge.....Bryan Morse
Entry Clerk.....Archie E. Cole
Referee.....Jack Keller
Starter.....James V. Mulligan
Assistant Starter.....D. J. Doyle
Scorer.....T. J. Fitzgerald
Statistical Clerk....Capt. D. R. Wolderton
Press Steward.....J. M. Dugan
Announcer.....J. B. Dexter
Clerk of the Course.....Archie E. Cole

It is the desire of Mr. Cole to have each department run a preliminary meet next summer, the winners from each department only to be eligible to compete in the Third Annual Inter-Departmental Track and Field Meet in the fall of 1920.

Mr. Lookout—You have plenty of impudence, Johnson, to steal my chickens, and then try to sell them to me.

Johnson—Why, yer honor, I thort you'd pay a better price for fowls you'd reared yourself. You'd know what yer buying then!—*Tit-Bits.*

Mailbag Repair and Equipment Shop Employees of Post Office Department to Be Reclassified

Efforts of Federal Employees Union Finally Successful

About 350 postoffice employees have been sent questionnaires this week. The fine distinction caused by previous legislative acts left these particular employees "high and dry" as to whether they were to be classified as purely postal employees or federal employees of the Postoffice Department. As the latter group come under the jurisdiction of the Joint Congressional Commission on Salary Reclassification, the Mailbag Repair and Equipment Shops workers expressed their desire, through the National Federation, to be included with it.

It is hoped that these employees will now receive the benefits that have long since been extended to other government workers.

In a recent issue the *Employee* published a letter from the Civil Service Commission in reply to an inquiry from the president of Local No. 2, relative to employing discharged army officers in civilian positions at rates of pay equivalent to their present army pay.

Inquiry relative to this matter was made of the Secretary of War, who replied as follows:

WAR DEPARTMENT
WASHINGTON

September 3, 1919.

MR. W. CARSON RYAN, JR.,
President, Federal Employees Union No. 2, 14th and H Streets, N. W., Washington, D. C.

SIR:

In reply to your inquiry of the 18th ultimo as to the department's practice with regard to employing discharged army officers in civilian positions at rates of pay equivalent to their present army pay, I beg to inform you that this question is decided by the department on the facts pertaining to each individual case where it is necessary to retain as a civilian employee a discharged officer. There is no general practice of allowing such officers as are given civilian appointments a salary equivalent to what they received while officers of the Army.

Very respectfully,
(Signed) NEWTON D. BAKER,
Secretary of War.

"Some of the good people who dine here," said the hotel manager sadly, "seem to regard spoons as a sort of medicine—to be taken after meals."—*Boston Transcript.*

Polite But Absent-Minded Bather (to friend up to his neck in the water)—Ah, Jones; very glad to see you. Won't you sit down?—*Tit-Bits.*

Gift of Joint Reference Library

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Citizens Buying and Distributing League

(*Continued from page* 1)

The War Department has set the pace, and the treasurer of the War Department Store Association, Mr. John A. Sheill, Room 1512, Munitions Building, is issuing Five Dollar lifetime membership certificates to hundreds of War Department employees.

Anyone not engaged in buying or selling food or household commodities can become a member of the league by paying to the treasurer a membership fee of five ($5.00) dollars, which, while it is not transferable, is redeemable by the treasurer. For this a certificate is given entitling the member to participate in all profits. The fund which will be provided in this manner will be used as working capital under the control of the Central Committee of 16, elected annually by the members, for the purpose of purchasing food and household commodities in quantity in order to get the benefit of rock bottom prices by wholesale buying. This is simply an elaboration of community buying which has been conducted so successfully on a small scale in Washington for some time in spite of the fact that it has been confined to a comparatively few commodities. Authorities admit frankly that it is one of the best if not the best method of combating excessive prices.

All Civic Organizations, Government Departments Community Centers, Fire Engine Companies, Buying Clubs, and groups of citizens are urged to organize as units for distribution that the buying power of individuals may be consolidated and which, if done, will enable the Central Committee to consolidate the buying power of the entire city. All householders who are members of Local No. 2 should avail themselves of this opportunity to add the strength of their support to this important movement and obtain the benefit of the lower prices secured for them by the League. It will do more to make government salaries meet expenses than anything else at the present time. Subscriptions will be received at headquarters, Local No. 2, 1423 New York Ave.

The following officers were elected at the meeting in the District Building; Burd W. Payne, Treasury Department delegate from local No. 2 and Chairman of the Executive Committee of the Central Labor Union, Chairman: A. J. Driscoll, prominent in the activities of the Thompson Community Center, Associate Chairman; Archie E. Cole, organizer Local No. 2, Secretary; George W. White. President National Metropolitan Bank, Treasurer.

The constitution adopted follows:

CONSTITUTION

SECTION 1. The name of the organization shall be the Citizens Buying and Distributing League of Washington,D. C.

SEC. 2. Its object is to create a fund to be used for purchasing and distributing food supplies and commodities in use in the household.

SEC. 3. Its object is for mutual relief for its members and associate community buying associations from excessive high cost of commodities.

SEC. 4. Membership will be open to all householders or consumers of food supplies and commodities in the District of Columbia and adjacent counties.

SEC. 5. The officers of the league shall be chairman, associate chairman, secretary and treasurer, and shall be elected from the membership of the league.

SEC. 6. The chairman, associate chairman, secretary and treasurer shall be elected by ballot at the annual meetings of the league to be held as hereafter provided. They shall serve until the next annual meeting or until their successors have been elected and qualified.

SEC. 7. The chairman, associate chairman, and secretary shall serve without salary or other payment.

SEC. 8. There shall also be elected at the annual meeting, a central committee of sixteen members, who shall hold office until their successors have been appointed and who shall be elected as follows:

SEC. 9. At the first election the members shall elect by ballot members for the central committee, four members to serve three months—four members to serve six months—four members to serve nine months—four members to serve twelve months and at any regular or special meeting members of the central committee will be chosen to fill the unexpired terms or vacancies as they may occur.

SEC. 10. Provided no candidate for election to the central committee at any regular or special meeting called for the purpose of election shall be a member of any body, association, or club which has at the time of election a member holding office in the league or membership on the committee.

SEC. 11. No person shall hold membership on the central committee who at the time of election receives less than a two-thirds vote of all members present and voting.

SEC. 12. The central committee may from time to time make all or any by-laws for the government of the league as may not be inconsistent with the constitution.

SEC. The league may be dissolved by a vote of two-thirds of the members of the league and upon dissolution of the league, any funds then in the hands of the treasurer shall be divided equally among all members.

SEC. 14. Any member may be expelled by a two-thirds vote of the central committee and upon such action being taken, the member shall cease to be a member, without further notice or action being taken on part of members of the league.

SEC. 15. The constitution may be altered or amended by a two-thirds vote of the membership present at any regular meeting, provided ten days' notice of such amendment or alteration shall have been given.

Bobs Up Annually

Young George a silver dollar threw
A mile, from shore to shore.
A dollar would go farther then,
A joke which all the funny men
Have had in use since 1810
And now produce once more.

Convention News

ONE of the most important resolutions introduced in the annual convention of the Federation was the demand for proper legislation which will remove the restrictions upon the political activities of federal employees. At the present time government employees are subject to dismissal for participation in political campaigns or for the acceptance of nominations for political offices. The purpose of the resolution is to correct this situation and put the Federation on record as demanding political equality for its members.

Many government officers are required to give a fidelity bond, and to do this are forced to pay a fee to one of the private bonding companies out of their salaries, this fee sometimes running as high as $250. A resolution was passed asking the Government itself to undertake to bond, through its own bureau, all officers and employees of the naval and military as well as the civilian establishments of whom it requires a bond.

One of the most serious causes of dissatisfaction on the part of federal employees is the law forbidding the payment of any recompense for overtime or for work done on Sundays and holidays. A resolution was introduced asking for legislation providing for the payment of time and a half for all overtime work and the payment of double time for work done on Sundays and holidays. In practically all private enterprises of any magnitude payment is made for overtime work, and the employees of the Government feel that they are entitled to the same consideration as that given to employees in private life. It was also asked that all employees of the United States Government be entitled to annual leave of absence and annual sick leave with full pay, each not to exceed thirty working days a year. At the present time some are allowed only fifteen days a year.

The New York delegation also called upon the Women's Bureau of the Department of Labor to study the conditions of employment of women in the government service, especially with reference to discrimination in pay and production. The resolution recites "that the United States Government has been slow to award them (women) entrance into positions formerly held exclusively by male citizens, especially the better paid and more highly specialized grades of work," and asserts "that it is known that, in some cases where women have been employed, they have been subjected to petty persecution, annoying restrictions and closer espionage than have men who worked beside them in the same department."

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The FEDERAL EMPLOYEE

A Magazine for Government Workers

VOL. IV SEPT. 20, 1919 No. 14

THE FEDERAL EMPLOYEE is published weekly by the National Federation of Federal Employees at the Offices of the Federation, 1423 New York Avenue, Northwest, Washington, D. C.
Editor, JOSEPH G. GURLEY.
Business Manager, E. J. NEWMYER.

OFFICIAL MAGAZINE OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Entered as second-class matter, August 24, 1916, at the Postoffice at Washington, D. C., under the Act of August 24, 1912.

RECREATION AND EFFICIENCY

After witnessing the class spirit demonstrated last Saturday at the Inter-Departmental Field and Track Meet, it is more than evidenced that wholesome recreation and efficiency are closely related. Only a cordial acquaintance with the methods pursued by the chiefs of the government establishments that made the best showing would convince one of the fact that these employees are proud to be workers in their respective divisions—proud to represent them—proud enough to work in them.

If through the indirect appeal to class spirit among employees, those employees show a higher standard of efficiency, cannot the Government well afford to pay better salaries for their services? Some government executives still hold to the erroneous opinion that the organized employees were fighting only for shorter hours and more money.

This is not correct. The majority of federal employees appreciate fully that, by advancing the standards of efficiency in government service, they provide an unanswerable argument for increased compensation, and it has long been the policy of the Federation to foster a sentiment for increased efficiency in all departments.

WOMEN IN THE UNION

One of the most interesting signs of the times is the activity of the women members of the National Federation of Federal Employees. In one or two of the larger unions particularly, there are indications that the women are at last beginning to realize their power and their opportunity. At the capital, No. 105, composed of the employees of the Bureau of Engraving and Printing, has long been an inspiration to those who believed in the organizing abilities of the women, and the recent meeting of representative women from No. 2, the big Washington local, suggests that at last the women in the other Government establishments are ready to assert themselves and push forward for better things.

It is difficult to conceive of anything but good coming from such a movement. The women need not fear that the men will be jealous of their activities. Real leaders will welcome this rising tide as they welcome any rising tide of self-activity among workers. The trade unionist who is afraid of activity on the part of the rank and file has something fundamentally the matter with him. The right kind of a leader thrills with the sense of having helped a great movement when he sees signs of stirring intelligence on the part of groups of workers who have hitherto been more or less inarticulate.

These are the highest civic reasons for viewing the women's emergence, if such it may be called, in the Government union movement as a happy omen. Within a very short time the women of the United States will have the suffrage. Practice in civic duties now will make them ready. Even in the Nation's capital they are going to vote some day, and in the meantime they can vote back home. Every woman who becomes an active, understanding voter helps raise the whole tone of civic life. Active service in union activities, especially in the routine of committee work and elective offices, will benefit the whole community as well as the union.

AT HEADQUARTERS

1423 New York Avenue, Washington, promises to become a real center of union activity among the newer groups of trade union workers. With national headquarters on one floor, and local headquarders below; with the teachers and the Womens Trade Union League close at hand, and other organizations getting in the habit of utilizing the services of the Federal Employees Unions as the central agency in many forms of civic activity in Washington, government employees may well feel that their organization is taking its right place in the life of the city and the nation.

One evening last week at least four important meetings were all going on at one time at headquarters. Women officers and representatives were planning a campaign in one room; the Postoffice Department employees were holding forth in another; in a third the teachers were making plans for the coming year, and in a fourth room the executive committee of No. 2 was holding its regular session.

Members of Congress who believe in organization of the workers as a step in the right direction—and they are a rapidly growing majority—will welcome this evidence that the Government unions are here to stay. Those who still believe employees should not organize and affiliate with other workers should be invited to union meetings to find out how groundless most of their objections really are, and what fundamental work the unions are doing for a better government service.

The following interesting letter, which seems to throw considerable light on old H. C. L., has been sent to Congressman C. F. Curry by Mr. Forbes H. Brown, Secretary of Local No. 76, Vallejo, Cal.:

29 August, 1919.

HON. C. F. CURRY, M. C.,
Washington, D. C.

MY DEAR MR. CURRY:

Observing in the press the progress being made in the matter of profiteering, I wrote yesterday to Boston, requesting data concerning the shoe manufacturing. Three incidents in this connection will be of interest:

Last evening at home (we are now living in Berkeley) my wife told me of a lady who called at a large furniture establishment in Oakland yesterday while my wife was there. She desired a certain chair to be upholstered in leather. She was informed that the expense would be prohibitive, owing to the scarcity of leather, etc. She declared she did not believe it, as her husband had a large cattle ranch and has piles of green hides, for which he can find little or no sale.

Last week a gentleman informed me that a friend of his, who has a ranch in Texas, declares that it does not pay them to skin the stock that dies, because of low prices for green hides.

Some three months ago the wife of a shoe drummer, very reliable friends of mine, stated that the high cost of shoes was not understood as the warehouses were filled with leather. This seems to bear out the above statements as to oversupply of green hides.

My wife yetserday paid $5.50 for a pair of school shoes for one of my boys, Beverley, 14 years old. These were not high grade, nor guaranteed—just ordinary. The feeling of indignation over the profiteering that is known to be going on is growing daily and reliable reports of conditions in Europe are helping to fan the flames of resentment, unrest and distrust. This must be overcome soon by genuine action on the part of these in authority, if this spirit of unrest is to be overcome. Normal conditions can be resumed if we all do our part by locating and reporting matters we know to be flagrantly wrong.

With kindest regards, I am,

Cordially and sincerely,

FORBES H. BROWN.

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What the Vocational Rehabilitation Law Allows

Some Things the Federal Board for Vocational Education Can Do and Some Things It Cannot Do.

THE Vocational Rehabilitation Law was amended by Congress on July 11. Under the law as it now stands the Federal Board for Vocational Education, the agency charged with its administration, is not a free lance, as apparently many would have it be, but must work within the limits of the law. It may be interesting to note some of the duties and limitations of the board in its dealings with disabled soldiers.

The Federal Board can:

1. Provide training for men whose disabilities due to service prohibit their return to the old jobs.
2. Provide maintenance for such men while in training.
3. Provide allowances for families of men in training under Section 2 of the act.
4. Provide free tuition for men whose disabilities do not constitute a vocational handicap but who desire training for improvement.
5. Certify disabled men who are otherwise eligible for civil service positions.
6. Provide equipment—as books, tools, etc.—for men in training.

The Federal Board *cannot*:

1. Provide support for all disabled men.
2. Provide training for all disabled men.
3. Provide training for men whose disabilities do not prohibit a return to their former occupations, unless they have been awarded compensation under the Bureau of War Risk.
4. Provide maintenance during training for men whose disabilities due to service do not prevent their return to the old job.
5. Provide allowances for the families of men in training under Section 3 of the act.
6. Provide support for disabled men eligible for training immediately on discharge from the service.

Better Hours for Capitol Employees

President Ryan and Organizer Cole called on Superintendent Elliott Woods of the Capitol Buildings and Grounds, on Friday, August 29, in the interest of the employees of the Capitol, many of whom have had to work unusually long hours in recent years. Superintendent Woods pointed out that these conditions were largely due to the war emergency, and assured the committee that he had already taken steps to adjust the hours of labor more satisfactorily.

The Government the Largest of All Employers

Many Opportunities in the Service

Our Government is the largest employer in the world. The limits of its activities are those of the field of human endeavor. Before the United States entered the war nearly 500,000 persons were employed in the federal civil service, about 300,000 of whom occupied positions classified under the civil service laws and rules. Of course the service was greatly expanded to meet the demands of war conditions. In a normal year about 40,000 appointments are made in the classified civil service. About one-tenth of the positions in the federal civil service are in Washington, D. C., the balance being distributed throughout the country.

THE CHARACTER OF CIVIL SERVICE EXAMINATIONS EXPLAINED

Where, in the opinion of the Civil Service Commission, such an examination is practicable and desirable, applicants are assembled in examination rooms in certain specified places, conveniently located throughout the country, for written scholastic tests. In many cases, however, the competitors are not required to assemble for a written examination, but are graded upon their training and experience and, where necessary, upon their physical condition. these so-called nonassembled examinations are given for two general classes of positions, viz: (1) Mechanical trades and similar position, and (2) high-grade technical, professional, and scientific positions, and administrative positions which cannot adequately be filled by promotion and for which the Government requires men whose fitness is demonstrated in a record of successful experience. In such examinations, competitors are rated upon the sworn statements in their applications and upon corroborative evidence gathered by the Civil Service Commission. In some examinations of this character, theses, published writings of the applicant, and the like are considered. Applicants for positions of mere unskilled laborer are given a physical examination only.

In all cases the examinations are practical and are designed to test the qualifications of the applicant for the particular kind of work for which he applies. The commission's system of rating insures a fair and impartial judgement of the relative merits of applicants.

GREAT NUMBER AND DIVERSITY OF EXAMINATIONS HELD

The vast range of the activities of the Government requires employees in many parts of the country and with widely differing qualifications. Examinations are held by the Civil Service Commission for all kinds and classes of positions, from mere unskilled laborer to the highest grades of technical, professional, and scientific positions. It is not practicable to name in this publication all of the hundreds of occupations which exist in the federal civil service, but a list of positions for which examinations have recently been held by the Civil Service Commission will convey a fair idea of the broad scope of the opportunities offered by the civil service.

MEN WHO HAVE MADE GOOD IN GOVERNMENT SERVICE

In the government service, as in private employ, unusual ability is rewarded by more rapid promotion. As indicating that opportunity is not lacking in government offices for those who possess brains and ambition, a few examples, selected from a large number of similar cases, may be mentioned.

In the Department of Labor an employee now receiving a salary of $3,000 a year entered the government service as a compositor in the Government Printing Office at $3.20 a day. Another, in the same department and receiving the same salary, started as a clerk at $1,000. An assistant to the Secretary of Labor, who is paid $5,000 a year, entered the service in 1906 as a stenographer at $900. This employee, as well as one who was appointed at $1,000 and who now receives $4,000, studied law while in the service, attending the evening classes held by one of the several universities in Washington. A former Chinese inspector, appointed at $1,440 in 1903, also studied law and by successive promotions has attained a salary of $4,500 a year.

The present Solicitor for the Department of State entered that department as a law clerk at $1,600 a year in 1909. His present salary is $5,000 a year.

The Department of the Interior pays $4,000 a year to one of its employees who entered the service as a copyist at $900.

A messenger boy in the Postoffice Department, appointed in 1903, now holds a position in another department which pays $5,000 a year.

An employee of the Department of Agriculture now receiving $4,000 a year started in 1904 as a clerk-stenographer-typist at $1,000. In the same department there is an instance of a rise from assistant messenger at $480 a year in 1906 to assistant to the Secretary at $3,300 a year at the present time.

In the Treasury Department are two employees who rose, one from $720 and the other from $1,800 a year, to positions in that department paying $6,000 a year.

The Interstate Commerce Commission has afforded the opportunity to a number of civil service employees to secure advancement to positions paying $5,000 a year.

These instances could be multiplied many times. No attempt has been made to cover all the departments and bureaus; the selections have been made from large numbers of equally interesting cases. Aside from the excellent opportunities for advancement in the government service, many men have received training in government establishments which has qualified them to hold positions paying as high as $12,000 a year, and even more, in private employ.

It is human to measure success by standards of money, but, of course, pecuniary reward represents only a certain kind of success. Achievement, work well done, whatever it may be, is success. The civil service of the United States offers a wide field of opportunity where individual tastes may be developed and where real, constructive work may be done. Its offices, laboratories, and workshops are equipped with modern appliances.

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Recreation Opportunities for Government Employees in Washington

"Recreation for the Employee by the Employee"

DANCING

Federal Employees Union No. 2, co-operating with the Government Recreation League, is conducting dances at L Street Armory, 5th and L N. W., on Wednesday and Saturday evenings, from 8 to 10.45. The capacity of the hall is limited and the small charge of 15 cents to defray all actual expenses is made when you secure your ticket of your social secretary or of Mrs. Lockman, Room 95, 1800 Virginia Avenue N. W., Phone Main 2570, Branch 2943.

No one admitted to camp dances without Government Recreation League invitations. Ask your social secretary.

Blue Triangle Recreation Center.—Informal dancing Tuesdays and Fridays, 7.30 to 9 p. m., 20th and B Sts. N. W., followed by moving pictures. No charge.

Other recreational opportunities are listed below:

Niagara Falls.—Fridays, September 5 and 19; $14.40 round trip. Train leaves Union Station 7.40 a. m., Pa. Railroad. Tickets good for fifteen days. Stopover at Buffalo, Harrisburg and Philadelphia returning.

WEEKLY MOONLIGHT TRIP

Down Potomac River every Wednesday and Saturday nights, under the direction of the Government Recreation League. Tickets procured from social secretaries only.

BLUEMONT, VA.

Every Sunday to Blue Ridge Mountains of Virginia, *Bluemont*, Purcellville, Leesburg and other points; $2 round trip, including war tax. Parlor car attached to train leaving Washington 8.30 a. m. and trains leaving Bluemont 10.30 a. m. and 8.20 p. m. (last train). Extra fare to Leesburg, 27 cents; to Bluemont, 39 cents, war tax included. Electric trains leave terminal, 36th and M, N. W., Washington and Old Dominion Railway.

GREAT FALLS, VA.

Electric trains leave 36th and M Sts., N. W., as follows: Weekdays, every hour, 42 cents return; Saturdays, every 20 minutes, 50 cents return. Free admission, dancing and motion pictures. Georgetown car makes connections.

BAND CONCERTS

Mondays, Wednesdays and Fridays, 6 to 7 p. m., upper band stand, Soldiers' Home.

Mondays, 4.30 p. m., Marine Barrack, 8th and I, S. E., Marine Band.

Tuesdays and Thursdays, Hospital Band Stand, Soldiers' Home.

SWIMMING

Notice! After September 15 Wilson Com. Center will be open on Thursdays from 3 to 5 p. m. and from 7 to 7.30 p. m. Mrs. Kebler, Sec., Main 6000.

Central High Swimming Pool.—13th and Clifton, N. W. Schedule: Women—Tuesdays, Wednesdays, Fridays and Saturdays; groups of 50, from 7.15 to 8.15 and from 8.15 to 9.15 p. m. Men—Tuesdays, Wednesdays, Fridays and Saturdays; groups of 50 from 9.15 to 10.15 p. m. Swimming instruction for each group. Women using this pool must provide own bathing suits, caps and towels. Phone Main 6000, Br. 54, Mrs. Smith.

Tidal Basin Bathing Beach.—Open 7 to 11.45 a. m. and 1 to 7.45 p. m. Men and women admitted at all times. Swimming instructors at beach. Suits rented; men's, 25 cents up; women's, 35 cents. G. L. Leech, manager.

Y. M. C. A. Swimming Pool.—614 E St., N. W. Forty minutes use of pool. Open daily for dips from 8 to 9.30 p. m. and Saturday 2-6, 7-9.20 p. m. Dip tickets: 1 ticket, 25 cents; 5 tickets, $1. Association membership is required ($1 year). Swimming lessons in courses of 6 lessons each. Phone Fr. 7963 or Main 8587.

FREE SWIMMING POOLS

Municipal Bathing Beach.—17th and B, N. W. Mixed bathing 7-10 every day but Sunday. Women: Mondays, Wednesdays and Fridays, 11-3, 4-8 p. m. Men: Tuesdays, Thursdays and Saturdays, 11-3, 4-8 p. m. Openings available for swimming lessons. F. J. Brunner, Supt. Owing to the closing of department stores on Saturdays, special classes for men and women in stores will be formed at this beach on Saturday mornings, 7-10 o'clock.

Georgetown Playgrounds.—33d and Volta Place, N. W.

Rosedale Playgrounds.—17th and Kramer Streets, N. E. Girls: Tuesdays, Thursdays and Saturdays, 7 a. m. to 8 p. m.; Boys: Mondays, Wednesdays and Fridays, 7 a. m. to 8 p. m. Special classes for men and women, employed during day, from 4.30 to 8 p. m. Apply at pools. Mrs. Rhodes, Supervisor of Playgrounds. Main 6000, Branch 192.

TENNIS

Permits for tennis courts and baseball diamonds in Potomac Park and Monument Grounds may be secured by applying at Room 404, Office Public Buildings and Grounds, Lemon Bldg., 1729 New York Avenue.

Central High School.—13th and Clifton, N. W. Three courts are available for men and women on Tuesdays, Wednesdays, Fridays and Saturdays, from 6 p. m. till dark. Earlier hours on Saturdays can be arranged for on application. Main 6000.

FREE TENNIS COURTS AND BASKETBALL FIELDS

Bloomingdale Playground, 1st and Bryant Sts., N. W.; Garfield Park Playground, 2nd and F Sts., N. E.; Georgetown Playground, 33d and Volta Place, N. W.; Mt. Pleasant Playground, 14th and Park Road, N. W.; New York Avenue Playground, 1st and New York Avenue, N. W.; Rosedale Playground, 17th and Kramer Sts., N. E.; Virginia Avenue Playground, 10th and Virginia Avenue, S. E.; Wilcox Playground, Columbia Road, near 18th St., N. W.; Howard (colored) Playground, 5th and W Sts., N. W.; Cardozo (colored) Playground, 1st and Eye Sts., S. W.; Reno Reservoir Playground, Donaldson and Ellicott Sts., N. W.; Bathing Beach Playground, 17th and B Sts., N. W.

Note: The director on the playground will grant permission to use courts. The Reno Courts (Donaldson and Ellicott Sts., N. W.) are our swift tennis courts, the only concrete ones in the city. Permits are given at Room 2, District Bldg., to use courts. (Take Wisconsin Avenue car in Georgetown and get off at Reno Road; walk several blocks to Reno Reservoir.) For privileges of playgrounds there is no charge. For further information apply to Mrs. Rhodes, Room 2, District Building, Main 6000, Branch 192.

ATHLETICS

Central High School.—13th and Clifton Sts., N. W. Men: Tuesdays, Wednesdays, Fridays and Saturdays, 7.15 to 9.15 p. m. Gymnasium and outdoor track, with shower. Sam Solomon in charge. 10 cents, evenings.

Athletics for women can be arranged for on application at the Community Center Office in the Central High School (Main 6000) or to the secretary in charge of each of the evenings when the Center is open.

MONDAYS

Camp Humphreys.—Limited number of tickets may be procured from social secretaries in different government departments.

Thomson Com. Center.—12th and L, N. W. 20c. (Open air.)

TUESDAYS

Central High Com. Center.—13th and Florida Ave. Civilians, 25c. 8.30 p. m.

Thomson Com. Center.—12th and L, N. W. Civilians, 20 cents. 8.30 p. m.

Walter Reed Hospital.—Permits must be secured in advance from Mrs. Rea, Field Director for Recreation, Red Cross Rooms, Col. 7400, Br. 104.

Fort Myer.—Tickets procured from social secretaries.

WEDNESDAYS

Armory.—5th and L, N. W. Dance for government employees and men in uniform, under direction of Government Recreation League. Tickets for men and women procured from social secretaries. Men in uniform welcome.

Camp Humphreys.—Limited number of tickets procured from social secretaries.

Central High Com. Center.—13th and Florida Ave. Admission 25c. 8.30 p. m.

Thomson Com. Center.—12th and L, N. W. 25c. (Open air.) 8.30 p. m.

THURSDAYS

Camp Humphreys.—Tickets procured from social secretaries.

Thomson Com. Center.—12th and L, N. W. 20c., (Open air dancing.)

FRIDAYS

Quantico.—Dance every Friday night. Limited number of tickets procured from social secretaries. Inquire of secretaries as to transportation.

Central High Com. Center.—13th and Florida Ave., N. W. Admission, 25c. 8.30 p. m.

Margaret Wilson Com. Center.—8th and T, N. W. Admission. 25c. 8.30 p. m.

Calvert Club.—17 Dupont Circle. Dance for men in uniform.

Fort Myer.—Tickets procured from social secretaries.

Thomson Com. Center.—12th and L, N. W. 20c. (Open air.)

SATURDAYS

Fort Washington.—Tickets procured from social secretaries.

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Thomson Com. Center.—12th and L, N. W. 8.30 p. m. 25c. (Open air.)

Central High Com. Center.—13th and Florida Ave. Admission, 15c. 8.30 p. m.

Armory.—5th and L, N. W. All civilians must have tickets.

Attention! Social secretaries are asked to keep a supply of men's dance tickets on hand and to distribute them whenever possible.

OPEN-AIR DANCING

Clarendon Athletic Association.—Clarendon, Va. Holds an open-air dance every Thursday evening at 8 o'clock. Five cents per couple per dance. Take car for Clarendon at 12th and Pa. Ave. Station. 20c round trip.

OPEN-AIR DANCING EVERY NIGHT.

Several dancing pavilions have been opened up by the Playgrounds Department, under the supervision of Mrs. Susie Root Rhodes, as follows: Georgetwon Playground 33d and Volta Place, N. W.; Virginia Avenue Playground, 10th and Virginia Avenue, S. E.; New York Avenue, N. W.; Bloomingdale Playground, 1st and Bryant Sts., N. W. For further information phone Mrs. Rhodes, Main 6000, Playgrounds Departmen.

Thomson Community Center.—12th and L. N. W. Open-air dancing.

Chevy Chase Lake.—Two large pavilions for dancing. Orchestra and jazz band. Take Chevy Chase car.

Rock Spring.—Take Cabin John car to Rock Spring Station. (By auto to Conduit Road mile this side of Glen Echo.) Good floor for dancing.

Marshall Hall.—Take 6.30 p. m. boat at 7th St. Wharf. 50c round trip.

Great Falls.—Take electric train at 36th and M, N. W. Leave every hour. 42c round trip.

Glen Echo.—Take Cabin John car.

Aims and Purposes of the Union Label

The field of the union label is so broad and its possibilities of accomplishment in behalf of society at large as well as of the working classes are so great that it is not easy to summarize briefly the immense advantage that will be gained by establishing a general demand for its use. The chief aims and purposes of the label may, however, be stated thus:

(*a*) The assurance that the work is done under sanitary conditions.

(*b*) The assurance of the payment of a reasonable wage and of a steadily improving wage.

(*c*) The assurance of reasonable hours. Reasonableness to signify that after the eight-hour day is a completed victory, then may come the seven-hour day and the six-hour day; ever remembering that labor's grand purpose is the economic and social betterment of the masses.

(*d*) The assurance that child labor, the menace as well as the disgrace of modern civilization, has not entered into the product.

(*e*) The assurance that so long as the intense and deplorable and inequitable forms of competition, as evidenced in our present-day industrialism, shall make it necessary for woman to earn her bread in shop and factory, she shall continue to enjoy economic equality with her male coemployee.

(*f*) The assurance that the conditions of the workers are safer as to life and limb than are the surroundings of nonlabel toilers.

(*g*) The assurance that the product is not prison made.

(*h*) The assurance that the products are superior in workmanship and quality to the unlabeled articles.

(*i*) The assurance that the label is the concrete expression and hallowed scutcheon of conscientious men, organized for the purpose of securing these results and maintaining them when secured.

The aspiration of the label knows no bounds. Its ambition is to redeem a world. Nothing in the whole realm of unionized labor is capable of such effective and continuous utility. Other agencies have varying degrees of potentiality, and are intermittent in effectiveness. Unhappily, they sometimes fail to win public sympathy, translate indifference into antagonism, intensify the suspicion of employers, and energize auction pens into a malevolent assault upon the labor movement.

The battles of the label are won without blood. It is more powerful than strikes and picketings; and is a potent warning to tyrannical employers. It is as puissant in the hands of woman or child as the menacing declaration of a labor convention. It is the boycott without publication.

The union label aims to be the "schoolmaster abroad," the schoolmaster at home, teaching the women folks their primal obligation to the great cause, while steadily winning its way into the hearts of the general public. It would be an evangel with the world for a vineyard—a freemason in universality, but benefiting all, withholding from none. It is the supreme teacher—one that teaches by example; in store and elsewhere the unionist and unionist's friends ask for the label and insist on the label, thus bringing home a commercial lesson that no other method can impart. It seeks to enlist woman as the chief auxiliary and trumpeter of the affiliated legions; not alone the wife, mother, and daughter of the organized wage-earner, but through them and their propagandism all other women. As a pleader before the bar of public opinion no eloquence can match it, no sophistry can vanquish it. To conviction it gives a soul—the soul of enthusiasm; and like the gifts of the gods of Perseus, it goes forth, full-armed to conquer the monsters of rapacity, injustice, and oppression.

In peace it aims to be ever alert, ever accomplishing results. In defensive warfare it is the most powerful weapon in the arsenal of labor, and when the battle is on it attacks the enemy in his rear, captures his base of supplies, and brings victory to the sacrosanct standard of unionism.

The union label is the symbol of human justice and human freedom, replete with honorable traditions, beautified by self-sacrifice, and brightened by intelligence and heroism. It is full of ideas, as well as information, for those who oppose criminal trusts that stand in the way of the inalienable rights of the union workmen to the pursuit of happiness and progress. The economic and social importance of the eight-hour movement is emphasized by the union label. It is a live factor in the industrial development of the United States. The label affords an opportunity for an education that will in time become world-wide.

All expenses incident to courses of reeducation taken by disabled soldiers are paid by the Government. This includes books, tuition, laboratory fees, or any other school expenses. When a man is training on the job it is often necessary for him to have tools and accessories in addition to those furnished by the employer. Within the discretion of the district officers, these tools will be supplied; and if the man completes his course in a satisfactory manner he will be permitted to keep them.

Show your interest in your own welfare by organizing, attending the meetings of your union, and living every day the principles it inculcates.

JURIST

LOUIS D. BRANDEIS, *Justice, United States Supreme Court:* "If society and industry and the individual were made to pay from day to day the actual cost of sickness, accident, invalidity, premature death, or premature old age consequent upon excessive hours of labor, or unhygienic conditions of work, and irregularity of employment, these evils would be rapidly reduced."

Answers to Correspondents

MINNIE.—You would better have the freckles amputated by a skillful surgeon.

ANXIOUS MOTHER.—As the baby is only six months old, perhaps the reason he cries nights is because he hasn't got over being sorry he was born. If he keeps it up, try feeding him three welch rarebits just before you put him to bed at night.

CLARICE.—No, we do not think the lady friend did right. She ought to pay back the five dollars she borrowed of the young man you are engaged to.

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Buy W. S. S.

THE International Photo-Engravers' Union of North America, in convention at St. Louis, has pledged its members to whole-hearted support of the savings campaign conducted by the Government and to investment in government savings securities. The resolution adopted by the national convention declares that thrift is an essential for stimulating freedom of action and independence on the part of wage-earners and that Thrift Stamps and War Savings Stamps furnish a safe, sound and guaranteed method of safeguarding their earnings.

The resolution follows closely the form adopted by the American Federation of Labor, of which Mathew Woll, president of the Photo-Engravers, was one of the authors. The resolutions read:

WHEREAS, The war so happily ended, has required our people to develop thrift and saving which to some degree has stimulated freedom of action and independence on the part of some wage-earners; and

WHEREAS, The inauguration of the national system of War Savings and Thrift Stamps has afforded to some of small earnings a safe, sound and guaranteed method of government investment of their hard-earned savings; therefore, be it

RESOLVED, That this convention does approve of the continuation and extension of the War Savings and Thrift Stamps Institution, or the substitution of a National Savings Institution akin in character and method, which shall prove helpful to safeguard the earnings of the toiling masess of our country.

——BUY W. S. S.——

DALLAS, Tex., Sept.—The Dallas local of the Carpenters and Joiners of America have become vigorous advocates of thrift and saving. More than 500 members have pledged themselves to save a regular sum every week and invest it in government savings securities, War Savings Stamps or Savings Certificates.

The local Maintenance of Way Union, comprising employees of all roads running out of Dallas, has organized itself into a War Savings Society with every member pledged to save regularly and invest in War Savings Stamps.

——BUY W. S. S.——

LYNN, Mass., Sept.—Approximately 17,000 shoe operatives of the Lynn District have won a 15 per cent wage increase and a five-day working week. The War Savings Societies, of which there are many among the shoe workers, are urging their fellow union members to place a portion of the wage increase in War Savings Stamps as endorsed and advocated by the American Federation of Labor.

——BUY W. S. S.——

ST. LOUIS, Mo., Sept.—The Central Trades and Labor Uuion of St. Louis, at their last semi-monthly meeting voted unanimously to endorse the government thrift campaign and pledged their cooperation to the District Savings Organization in promoting sale of War Savings Stamps and Thrift Stamps. A copy of the resolution was sent to every labor organization in St. Louis.

——BUY W. S. S.——

NEW YORK, Sept.—The campaign of the New York Fire Department to buy a minimum of $100,000 in War Savings Stamps before next January has been given new impetus by the efforts of the officers of International Association of Fire Fighters Local No. 94, through which the city's firemen are affiliated with the American Federation of Labor. Over thirty War Savings Societies were organized in various fire houses during the last month.

——BUY W. S. S.——

RENSSALAER, N. Y., Sept.—Union employees at the Ranssalaer roundhouse of the New York Central Road have determined on a combined thrift effort to strengthen their standing and increase their financial independence. Each pay day they unite in purchase of War Savings Stamps, and a majority of the men employed there have already bought more than $100 each in those securities.

——BUY W. S. S.——

UTICA, N. Y., Sept.—The Utica Trades Assembly has named a delegation to cooperate with the government War Savings Organization of Oneida County to promote the habit of thrift. Carpenters and Joiners Local No. 125, of Utica, has appointed a special committee for that purpose.

——BUY W. S. S.——

After The War

Are we giving our best efforts to the country or do we think that because the war is over we can take life easy? Prosperity is up to us! Let's keep in the push! Keep the wheels turning!

Let's Continue

The war was won by good soldiers doing their best for honest officers and by these officers doing their best for their soldiers.

Prosperity will follow by good wageworkers doing their best for honest employers and by these employers doing their best for their wageworkers.

Let's continue production and insure prosperity.

Where Was the Other Half?

"All that fuss about finding a worm in a chestnut?"

"I wouldn't have complained about finding a worm. What I found was half a worm."

180 Men of A. E. F. Blinded

One-third of American Soldiers Blinded in the War Are Now in Trainin;

Latest reports give the number of the A. E. F. blinded in the war to be 180. Reeducation means much for this class of men, and about one-third of these blinded soldiers are now availing themselves of the opportunities for training under the direction of the Federal Board for Vocational Education.

Poultry raising has been tested and proved to be a lucrative vocation for blind men. With the assistance of members of their families these blinded soldiers are making good at it. Osteopathy and massage are attracting others as occupations desirable for the blind.

The policy of the board in building upon the past experiences of disabled soldiers in fitting them for future employment is adhered to in its dealings with the blinded. In following this policy, an insurance man and a druggist are training in their old lines of work, learning to "carry on" in the old way in spite of their handicaps. These men have lost their sight, but they still retain their ambitions and their grit.

Employers Cooperate

When disabled soldiers are placed "on the job" for training, a plan as to the nature of course and method of instruction is agreed upon by the placement office and the employer; a competent person is charged with the responsibility for the man's progress; and a representative of the board assumes supervision of the instruction offered. Employers are not compensated, as a usual thing, for giving this training to disabled men. They are gladly doing this for the men who were injured fighting for them. However, if the number of placement training cases is so large in an establishment as to throw an undue burden of work upon the other employees who are giving the instruction, definite arrangements are made to cover the cost. In some instances the Government pays part or all of the salary of the one designated as instructor. While a man is in placement training he receives from the board an allowance for the maintenance and support of himself and his dependents.

Like Millionaires

"We are forming a beefsteak club."

"What's the idea of a beefsteak club?"

"Why, we'll all club in occasionally and buy a beefsteak."—*Selected*

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THE
FEDERAL EMPLOYEE
OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES
ISSUED WEEKLY

Vol. IV WASHINGTON, SEPTEMBER 27, 1919 No. 15

Third Annual Convention

Reaches High Water Mark in Attendance and Geographical Distribution

Many Important Resolutions Adopted

WITH 55 locals and 85 actual delegates and officers present, the Third Annual Convention of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES reached high-water mark in attendance and geographical distribution.

A complete report of the Convention is impossible at the present time, but the following summary is offered for the information of the members, particularly those who have not been able to hear reports from their delegates. It is suggested that individual members supplement the necessarily meager information here given by interviewing the delegates.

NOLAN BILL FIRST, LAST AND ALWAYS

Following a series of hospitable welcoming addresses such as California alone can give, the Convention immediately got down to business with a ringing resolution asking speed in the passage of the Nolan Minimum Wage bill through the Senate. Delegate Berryessa of San Francisco presented the resolution, and the Convention, with repeated applause for Congressman Nolan, and his unceasing efforts for the measure, unanimously voted to telegraph the resolution to the Senate Committee at once.

LARGE NUMBERS OF RESOLUTIONS PRESENTED

Over 160 resolutions, some of them on matters involving much detail, were presented to the Convention. Committees went to work as soon as possible, and despite delay due to a change by the Convention in the method of selecting three of the committees—Constitution, Legislation and Resolutions—made excellent progress.

Wage demands were a frequent but by no means the sole subject of the resolutions. Requests for personnel boards on which employees shall be represented, standardization of the hours of labor, uniformity in regulations for sick and annual leave instead of the present absurd differences that prevail, reclassification for all employees, in the field as well as in Washington, more opportunities for women in executive positions, education of government workers in unionism and cooperation—these formed the subject of some of the resolutions that were adopted.

RETIREMENT BILL AGAIN ENDORSED

The Lehlbach-Sterling Retirement bill was emphatically endorsed in the following terms:

WHEREAS, The Sterling-Lehlbach bill providing for the retirement of government employees, is now in a favorable position before Congress with every likelihood of prompt passage; and

WHEREAS, Organizations of civil service employees, including THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES, have agreed that the bill in its present form appears to provide substantially all that can be obtained at this time, in view of the needs of the Government and the employees; be it

RESOLVED, That we renew our endorsement of this vital legislation and urge officers and members of the Federation to use every effort possible to have this bill enacted into law with the least possible delay.

INSURANCE PLAN DISCUSSED

Propositions from two insurance concerns were presented to the Convention. The final decision of the delegates was to leave the matter to a vote of the locals.

(*Continued on page* 2.)

Provisional General Secretary of the International Labor Conference Arrives in Washington

Thinks Convention Will Ease Living Conditions Everywhere

MR. H. B. BUTLER, Assistant Secretary General of the Commission on International Labor Legislation and provisional General Secretary of the International Labor Conference, has arrived in Washington from England and opened temporary headquarters in the United States Employment Service Building. Mr. Butler is also Secretary of the Organizing Committee of the Conference, which has just completed its work in London, and is taking active charge of the arrangements for the procedure and general conduct of the sessions.

Mr. Butler has come to Washington somewhat in advance of the organizing committee of the international body, which is composed of Arthur Fontaine, chairman, who is a director in the French Ministry of Labor; Dr. G. Di Palma of the Italian Immigration Service, Sir Malcolm Delevingne, an Assistant Under-Secretary of State in the British Home Office; Prof. W. E. Rappard of Switzerland, Minoru Oka of Japan, Prof. Ernest Mahaim of Belgium and Samuel Gompers, President of the American Federation of Labor.

In response to an inquiry Mr. Butler explained how certain action by the International Labor Conference may help to ease living conditions everywhere. "At present European countries are watching one another suspiciously with regard to industrial activities. If one nation adopts an eight-hour day and the others continue the ten-hour-day policy, the eight-hour-day nation is going to suf-

(*Continued on page* 8.)

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Third Annual Convention

(*Continued from page* 1)

CONSTITUTIONAL CHANGES

The number of vice-presidents was changed from 9 to 11, with the provision that no more than two members of the council shall be from any one city. The restriction had previously been three. A provision was adopted granting additional delegates to locals having in excess of 5,000 members. It is expected that this will affect immediately Washington, No. 2, which has 27,000 members, and New York with 5,200, and later Philadelphia and other cities where campaigns for membership are in full swing. A resolution was adopted instructing the Executive Council to make a special study of the question of additional locals being chartered in Washington. The resolution adopted next annual convention with an appropriate amendment to the constitution if found necessary.

LABOR UNIVERSITIES FAVORED

The Convention went on record in favor of labor universities such as have been established in Boston and Washington. The resoultion adopted was as follows:

WHEREAS, Labor universities, designed to furnish workers with higher education, particularly in economics and sociology and other subjects of special interest to union men and women, have been established in Chicago, Boston, Washington and elsewhere; and

WHEREAS, These universities offer an unusual opportunity for all workers genuinely interested in advancing the cause of trade unionism; therefore, be it

RESOLVED, That the NATIONAL FEDERATION OF FEDERAL EMPLOYEES endorses the labor university movement and urges its locals to take an active part in it.

COOPERATIVE ENTERPRISES FAVORED

The Convention took its stand for cooperative enterprises among government employees in the following resolution:

WHEREAS, The NATIONAL FEDERATION OF FEDERAL EMPLOYEES recognizes that reduction in the cost of living is as essential as increase in wages; and

WHEREAS, The President of the United States has asked for a truce in wage demands and has pledged the resources of the Government in an effort to reduce living costs; therefore, be it

RESOLVED, That the NATIONAL FEDERATION OF FEDERAL EMPLOYEES recognizing the responsibility thus assumed by the Government, offers its support and cooperation in any steps that may be taken to reduce prices, in particular urging upon Congress the passage of laws to prevent profiteering, and to facilitate the formation of cooperative enterprises in the District of Columbia and elsewhere; and urging upon government employees everywhere the desirability of entering into cooperative buying and selling organizations and working for the establishment of public markets and stores, whether under federal, state or local auspices, as a permanent measure for reducing the cost of the necessities of life; and, further be it

RESOLVED, That nothing in this or any other resolution of this Convention shall be construed as withdrawing even temporarily our demand for the Nolan Minimum Wage bill or any other wage demands made necessary by the desperately low pay of certain groups of government employees.

Insurance Plans of Other Organizations

AS AN aid to the delegates at the annual convention in considering the insurance propositions that were presented, Secretary-Treasurer Newmeyer prepared a brief summary of insurance plans of various organizations. This summary is given herewith:

LETTER CARRIERS

This organization has a life insurance plan and issues certificates of $500, $1,000, $2.000 and $3,000. Aggregate rates are from 85 cents per month at 18 years of age to $5.40 per month at 55 years of age according to the plan selected by the insured member.

Under this form of insurance the organization has paid in death benefits the sum of $3,035,510.99 since the plan was organized.

Sick benefit plan.—Members carrying this insurance are required to pay 55 cents per monthly, and a weekly benefit of $10 is paid for a period of twenty-six weeks in any one year. Under the sick benefit plan the organization has paid to its members the sum of $556,018.88 since the plan was established.

Uner each of the two plans named above the officers of the organization have authority to levy assessments to maintain the fund, provided the regular rates are insufficient to carry the same.

CARPENTERS

Pays a death benefit of from $50 to $300, depending on the length of time deceased member was affiliated with the organization.

Also pays death benefit for the wife of a member, which runs from $25 to $75.

The above benefits are paid from the general fund derived from a per capita tax of 40 cents a month paid by members.

BOOT AND SHOE WORKERS

Sick benefit of $5 per week for thirteen weeks.

Disability benefit of $100 is paid after members have drawn twenty-six weeks' sick benefit.

Death benefit is paid from $50 to $100.

The above benefits are paid from a general fund, which is derived from per capita tax of 25 cents per week, or $13 per year.

RAILWAY TRAINMEN

Assessment plan as follows: $2,000 insurance, $3 per month; $1,600 insurance, $2 per month; $1,200 insurance, $1.50 per month; $600 insurance, 75 cents per month.

Additional assessments may be made if necessary to replenish the insurance fund. Payment of full amount upon death or disability.

MACHINISTS

This organization does not have any regular insurance plan but does carry a death benefit for members who have been in the organization for a certain time. This benefit runs from $50 to $200.

The annual report of the general secretary-treasurer for the year 1918 indicates that the machinists' organization is now giving some consideration to the question of group insurance. It is understood that they are now taking a referendum vote of their membership on the question as to whether or not group insurance shall be adopted by the organization.

RAILWAY MAIL ASSOCIATION

Maintains an insurance plan at a cost of about $16.50 a year per thousand insurance carried. Organization may levy an additional assessment if necessary to maintain insurance fund. One such assessment was levied last year.

BRICKLAYERS

Death benefit of from $50 to $300 is paid, depending on the length of time deceased member was affiliated with the organization.

In addition to the above, there are paid disability relief, old-age relief, and relief for widows of members.

This fund is maintained by each member paying a per capita tax of 90 cents per month. Approximately 75 cents of the per capita tax is utilized for carrying the insurance features.

POSTAL EMPLOYEES

Maintains a sick benefit fund which pays $10 weekly for sick or accident disability for a period of thirteen weeks.

For maintaining the fund to carry on this insurance a charge is made of $1.50 per quarter, or $6 per year, for each member who participates therein.

LOCOMOTIVE ENGINEERS

Details of insurance plan of this organization not obtained. President Futch of the organization advised that he had furnished Organizer Peabody a complete file of all their different forms and laws and stated that he will be glad to furnish further information if required, and would cooperate with our organization in any way possible.

RAILWAY CONDUCTORS

Carries an insurance plan and issues certificates of from $1,000 to $3,000 each at the rate of $18 per thousand. Pays full amount in case of death or permanent disability.

ELECTRICAL WORKERS

Pays from $150 to $300 as death benefit, depending on the length of time the deceased member was affiliated with the organization.

This fund is maintained by an assessment of $1 per year of all members, also 5 cents per month from each per capita tax paid.

LOCOMOTIVE FIREMEN AND ENGINEMEN

Maintains a combination insurance policy covering death and disability. Principal sum of policy from $1,000 to $2.000 weekly indemnity from $7 to $30. The cost of this insurance may be paid monthly or annually. Runs from $1.20 to $4.20 per month and from $14.50 to $30.40 annually, depending

(*Continued on page* 6)

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The Rock Island Arsenal

An Interesting Letter to Secretary Baker and His Reply

IN a recent number of a periodical manifestly published in the interests of employers only there appeared an article dealing with the recent development of production committees in the harness shops of the Rock Island Arsenal headed, "Running a Government Arsenal on Soviet Principles," with a subhead reading, "Conditions alleged to exist in the Rock Island Arsenal invite the attention of every American opposed to the introduction of radicalism of the 'Red' type in either government or private activities." The article closes with the usual pathetic appeal for an investigation by Congress.

In the interest of the spirit of cooperation between government officials and government employees which is manifesting itself more and more every day, the following correspondence between Secretary of War Baker and H. L. Cornick and James L. McCort, employees' representatives, Arsenals Orders Branch, is published for the purposes of record without further comment:

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
August 21, 1919.

HONORABLE NEWTON D. BAKER,
The Secretary of War.

SIR:

We, who are now in Washington with the Arsenal Orders Branch, representing the employees of the manufacturing arsenals of the Ordnance Department, have taken the liberty of preparing this letter in the hope that we may adequately convey to you and your associates of the War Department interested in the arsenals our sincere appreciation of the opportunity for cooperation and service in the highest sense of the terms which you have made possible. We consider that your liberal attitude towards us in our endeavor to inaugurate a policy which sought to further by worthy means the interests of the military establishments, the Government and the public, jointly with that of the employees, has rapidly borne most wholesome fruit. Thus briefly therefore, we take pleasure in submitting to you the following evidence of the new spirit which is coming into existence at the arsenals.

Primarily the employees feel that yourself and Gen. C. C. Williams are interesting yourselves in them in a vital significant way, that is, concerning the stability of their positions, rather than in paternalistic ways such as have been tried with questionable results in so many instances during the past. They realize that their status is now in the process of change. They no longer feel like mere employees, simply bent on holding down a job, quite apart from their conception of life, for no other purpose than the earning of wages, the only crude means available to them for securing the necessaries and perhaps a little of the better things of life. They are beginning to see that they are on their way towards becoming partners in a large enterprise, that is, manufacturing useful things for their Government.

It has been very gratifying to us to note, many times, that the necessity of the part of the men for economical production is well understood. For instance, at Watervliet Arsenal recently during the noonday rallies which were being held the appeals of the speakers, who were from the workers, were for efficiency. At Watertown some of the men stated that, in the interest of the workers their abilities were limited when it came to functioning on employees' committees, handling grievances, for they said that that was not their feat. They did not feel able to confront the management in sufficiently forceful enough ways while prosecuting cases of such a nature. But, they said, they clearly saw their opportunity in the chances, which now existed, for functioning on production committees. Their abilities, they felt, lay in that direction and they most enthusiastically welcome the circumstances which promised them those new opportunities for self expression. At Frankford and Rock Island instances have occurred where the employees have "gotten after" individuals who have not been doing as well as they might. A striking instance of the splendid spirit of cooperation which automatically develops when the employees are given an incentive and a chance for self expression, recently occurred at the Frankford Arsenal. The Postoffice Department was in the market for a large order of dials for registered mail locks, for which they had previously paid $45.00 per thousand. Frankford Arsenal submitted an estimate of $38.00 per thousand, so when the committee on estimates informed the employees that they had figured very closely in order that this work could be secured for them, the employees were very eager to express their appreciation of this new condition and volunteered to work during lunch hour if necessary to live up to their judgment as to direct labor costs.

An instance of increased efficiency brought about by this new interest is expressed in a letter from Col. H. K. Rutherford, Artillery Division, to Capt. O. S. Beyer, Jr., Arsenal Orders Branch, Ordnance Department:

"CAPT. O. S. BEYER, JR.,
Chief, Arsenal Orders Branch.

"DEAR SIR:

"Regarding the optics for the Azimuth instruments, model of 1918, we asked Frankford Arsenal for an estimate covering the manufacture of 450 sets of these optics. In reply they offer to make them at the cost of 20.74 per set.

"This estimate is very gratifying compared to the contract price being paid to the Spencer Lens Company of $55.00 each.

(Signed) H. K. RUTHERFORD.
"Colonel, Ordnance Dept., U. S. A."

There is attached hereto a statement concerning the way things work when the employees are enabled to participate in the management of the shop. This is but a mere indication of what really can be made possible in a large way throughout all the Arsenals. In short, a spontaneous efficiency is in the making, which, we sincerely feel, will before long produce records of production that will make the most ardent Taylor System advocate envious. And this will all be because the employees want to produce, not because they are obliged to do so.

We find as a whole that the attitude of the local management in conducive towards the development of this new spirit. Where misunderstandings have or do exist we hope to help straigthen them out by education and the demonstration of our unalloyed sincerity and loyalty to all the interests at stake.

It is true that there is still much that must be done before we are down to "bed rock." Indeed, as you undoubtedly appreciate, the opportunities for improving production coincidently with finding work from other departments of the government suitable for manufacture at the Arsenals, are unlimited. We are and will for a long time suffer from the heritages of the conditions we are now on the way towards eliminating. It is our conviction, more now than ever before, that before long the opportunity will be ripe for us to secure outside talent in the form of competent management engineers and production experts to advise us as workers what we can do to help improve things, what the management can do and finally what we and the management can do jointly. We are not unaware of our own limitations in this respect, and, when the time comes, we hope sincerely that you and the chief of Ordnance will gladly extend to us the opportunity to have our technical experts cooperate with the arsenal management and their experts for the purpose of doing everything possible to warrant the fullest utilization of the Arsenals as centers of production. The time will be ripe for this as soon as the basic spirit of cooperation and confidence all through the Arsenal organizations has been created.

We especially recognize our limitations in problems of administration and attribute our very pleasing success to the interest and ability of Capt. O. S. Beyer, Jr. One million three hundred thousand dollars of work has been secured for the Arsenals through this branch up to date and we believe we have proven your good judgment in creating this branch. Captain Byer has remained in the service the past several months because of his interest in utilization of surplus manufacturing facilities in arsenals, and it is our desire to express the deepest appreciation of his sacrifice.

In conclusion we take pleasure in advising you of our sincere desire to do everything possible to raise the relationship between the arsenal employees and the War Department management up to the highest level so that as industrial establishments, we hope they will become a worthy object lesson for the industries of the nation as a whole.

We hold ourselves in readiness in case you wish to discuss this matter with us.

Respectfully,
R. L. Cornick,
James L. McCort,
Employees' Representatives,
Arsenal Orders Branch.

August 23, 1919

GENTLEMEN:

I have received your letter of August 21 and read it with deep gratification and interest. The Government need not only the hands of its employees but their heads and their hearts, and the spirit of cooperation and loyal enthusiasm illustrated by the instances which you cite to me are not only evidence of a present sound situation but promising of constant future improvement.

I am taking great pleasure in forwarding your letter to General Williams, the Chief of Ordnance, with a note expressing my own pleasure in the results which have been attained and further expressing the hope that the policy which has already been productive of so much good will be successfully pressed.

If any opportunity comes to you to express to the employees in the arsenal the substance of this interchange of letters between us, I would be glad to have it done

(*Continued on page* 8)

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The FEDERAL EMPLOYEE

A Magazine for Government Workers

VOL. IV SEPT. 27, 1919 No. 15

THE FEDERAL EMPLOYEE is published weekly by the National Federation of Federal Employees at the Offices of the Federation, 1423 New York Avenue, Northwest, Washington, D. C.
Editor, JOSEPH G. GURLEY.
Business Manager, E. J. NEWMYER.

OFFICIAL MAGAZINE OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Entered as second-class matter, August 24, 1916, at the Postoffice at Washington, D. C., under the Act of August 24, 1912.

Three estimates of Congressman Blanton of Texas:

"Glad that we have at least one man in Washington with backbone."—Letter from one of his constituents.

"Ever alert to the interests of my constituents and nation."—By Mr. Blanton himself.

"That it condemns the falsification of its proceedings." (By Mr. Blanton)—From resolutions adopted by the House ordering said falsifications to be stricken from the *Record*.

—From the *Cincinnati Times-Star*, Sept. 16.

ORGANIZATION AND DUTY

In a recent article entitled "Plumb Planning in Great Britain," in which he claims that the scheme for the nationalization of the railroads and mines of England bears a very close resemblance to the scheme now being advocated in the United States of America under the name of the "Plumb Plan," Mr. G. D. H. Cole, Secretary of the Industrial Congress of Great Britain, says: "It is a plain fact that in the mines and on the railways of Great Britain there is no way by which efficient public service can be secured or maintained, unless the workers themselves can be persuaded to shoulder the responsibility of maintaining it."

Somewhere in Italy a worker, presenting his demands to his employer, said: "Here are my demands. Kindly sign them to avoid discussion." To this the employer replied: "Yes, if the demands are just. But now I would like to see the second sheet." "What second sheet?" asked the worker. "The one containing the *duties* of the worker," said the employer.

By reference to the constitution of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES it is ascertainable that the purpose of the organization "shall be to secure the united efforts of all employees of the United States toward the betterment of the government service, from the standpoint of both employer and employee, and to promote the welfare of its members."

From its very inception it has been the policy of the Federal Employees Union to shoulder the responsibility of maintaining efficient government service, its officers have continuously urged its members to keep before them always their duty toward their employer, the people of the United States, while the creed of its publications has been that in order to promote the welfare of its members their united effort toward the betterment of the government service from the standpoint of both the employer and employee must be secured. Behind its requests of Congress for such concessions as an adequate basic wage scale to meet the increased cost of living has been the principle that neither man nor woman can render efficient service with the bitter realization before them that by no possible stretch of their imaginations can they make their monthly incomes equal even approximately their total expenditures. National and local officers are constantly studying conscientiously the problems of the various government departments and offering suggestions for the betterment of the service whenever invited or permitted to do so. In his report to the third annual convention President Steward stated that he had been invited by the Director of the Bureau of War Risk Insurance, the largest unit in the federal service, to submit a detailed plan for the establishment of a system of shop committees to deal with departmental officers concerning matters affecting the personnel of the bureau with the assurance of its adoption.

Throughout the Federation will be found the spirit of willingness to assume the responsibility for an efficient service and a sense of duty on the part of each individual member. Surely Congress, which represents the United States as an employer, can do not less than meet the Federation in this same spirit. It is very much the business of Congress to cooperate with any institution which may be in a position to present an opportunity to increase the efficiency of the business of the Government.

THE INDUSTRIAL CONERENCEF

The "President's Industrial Conference," as it has been called, will convene in Washington on October 6 with twenty-two representatives of the public, fifteen representatives of the employers of the country and fifteen representatives of labor in attendance.

In his Labor Day message the President said that he would call this conference for the purpose of discussing "fundamental means of bettering the whole relationship of capital and labor and putting the whole question of wages upon another footing."

This conference is of great importance both to employers and labor throughout the country and, coming as it does on the eve of the International Labor Conference which will convene in Washington on October 29, it may be presumed that its conclusions will form at least a part of the matter which will be submitted to the latter conference as a partial exposition of the experiences of this country in dealing with labor. Whether or not those conclusions can be translated into practical acts which will affect the cost of living, eliminate any of the causes of the present unrest and discontent on the part of labor, or bring about a better understanding between capital and labor no one can prophesy at this time.

Innumerable questions as to the purpose of this conference, the subjects which will be offered for discussion, and as to what recommendations they will make have been addressed to the President and Secretary of Labor. One of these is of particular interest to members of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES It is contained in an open letter addressed to the Secretary of Labor and reads as follows:

Federal employees throughout the country are organizing unions and affiliating with the American Federation of Labor. Their oath of office requires then to give complete allegiance to the United States and to accept the direction and orders of their superior officers. Do you think it compatible with the best interests of the country to have these unions formed and these affiliations made, with the possibility of strikes, the interruption of public busniess and practical chaos in government departments? Will you recommend to the Conference the adoption of a resolution that such unions and such affiliations are against the best interests of the United States?

Every member of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES UNION is familiar with his oath of office and with the fact that it requires them to give complete allegiance to the United States and to accept the direction and orders of their superior officers. They are also familiar, however, with the Constitution of the Federation, which, after reciting the objects of the union, says:

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Provided, That no Federal statute now existing or which may hereafter be enacted shall be violated and that under no conditions shall the business of the United States be interfered with:

Provided further, That under no circumstances shall this union engage in or support strikes against the United States Government.

Just how does the organization of federal employees provide the possibility of strikes, the interruption of public business, and practical chaos in government departments?

The Housing Problem

THERE isn't any housing problem. Several hundred experts have discussed it, however, in spite of the fact that it has been settled for a good many years. Steam, steel, concrete, and sanitation settled it. Watt, Stephenson, Franklin, Bell, and Edison settled it.

Time was when there was a housing problem. Powhatan and Tecumseh had a housing problem. Daniel Boone had one. Daniel had hard work to build a house. And when it was built, it was only a skeleton. Daniel got along without stationary tubs and even plumbing. And all the coin in the world wouldn't have wired his house for electric light. The heating plant was an open fire that roasted your face while your back froze. And if he had owned the State of Kentucky, he couldn't have installed steam heat. If he wanted to talk to his redskin neighbors, the only way he could reach them was by smoke signals or by firing a gun. He was ninety years too soon for telephones.

Daniel had a housing problem. There isn't any today. Good, substantial houses with light, heat, and ventilation are easy to build. You can have running water, modern plumbing and a fireproof garage—if you can pay for them. Ay, there's the rub. But there's no trick in building a house. You can even build a home. The only difficulty is in paying for it.

Isn't it foolish to call it a housing problem? The problem has nothing to do with houses. There are hundreds of contractors around Chicago waiting to build the finest homes you ever saw. The only thing that holds them back is lack of customers. And the only thing that holds the customers back is lack of money. The housing problem is just a polite name for poverty. And there's only one way to cure that. Here it is. Give the poor all they earn. Maybe they can tend to their own housing problem then without the aid of experts.—*Hugh Reid in "The Periscope."*

The Rt. Hon. Arthur Henderson to Speak in Washington

Invitation Extended by Federation of Federal Employees Accepted by the Henderson Lecture Committee—Will Appear in National Capital Some Time in November

THE ANNOUNCEMENT that Mr. Arthur Henderson, noted trade-union leader of Great Britain and Secretary of the British Labor party, will make an extended lecture tour of the United States under the auspices of the Henderson Lecture Bureau of the American Labor party, and that arrangements have been made for his appearance in Washington by the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, has caused widespread interest throughout the many locals of the Federation, and already letters are being received at the National Headquarters asking if Mr. Henderson can be secured to speak in other cities under the auspices of the different locals. Additional interest is attached to the visit of Mr. Henderson by the fact that in the recent elections in England he was again elected to Parliament, defeating the candidate endorsed by Lloyd-George.

It is expected that in his public addresses Mr. Henderson will deal with labor problems and social unrest in the new order arising out of the war. He will undoubtedly discuss fully the present situation with regard to direct action as well as other practical aspects of the labor movement in Great Britain, which recently have been followed with close interest by both employers and labor on this side of the Atlantic.

"The Labor party sets out to prove," he wrote recently in setting forth the aims of the British labor movement, "by actual experiment and achievement that the democratic state of tomorrow can be established without an intervening period of violent upheaval and dislocation."

Speaking of Mr. Henderson's tour, the Henderson Lecture Committee, in a statement given to the press, said:

Representatives of organized labor in the United States are pointing out that in these days of social reconstruction throughout the world, and particularly on the eve of the International Labor Congress to be held in Washington, October 29, under the terms of the Peace Treaty and the President's proclamation, there is an exceptional interchange of distinguishe visitors between Great Britain and the United States. We are preparing to greet the Prince of Wales as British Royalty's representative of good will to the United States. We have already with us Sir E. W. Hume-Williams, M.P., as representative of British Business on "a mission of promoting good will and trade relations between the two countries." The Rt. Hon. Arthur Henderson is British Labor's official representative to our country to promote still flurther a democratic understanding and enlightened cooperation between the workers of these two great English-speaking nations.

Mr. Henderson was born in 1863 and is a member of the Iron Molders' Trade Union. He has been a Labor member of Parliament since 1906, was chairman of the Labor party from 1908 to 1910, and again became chairman at the outbreak of the war. Like all labor leaders he was opposed to entrance into the war, but supported it from its outset and was chairman of the labor section of the parliamentary Committee on Recruiting.

On the formation of the first coalition in 1915 he became president of the Board of Education and a member of the cabinet. On the formation of the Lloyd-George Government in 1916 he became labor member of the war cabinet, resigning in 1917 on disagreement with Mr. Lloyd-George. Since then he has been the leader of the labor opposition to the government. He is the main connection between the trades union and the intellectual sections of the Labor party and is a firm supporter of the League of Nations. He is a most able speaker and has a standing in the labor movement second to none. The British Labor party has always regarded President Wilson as the leader of liberal thought in America and has made his war aims their own.

In a statement given to the press by the executive offices of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES it was made very clear that no political significance is attached to the fact that the Federation has invited Mr. Henderson to Washington to speak under its auspices. In an interview Mr. Luther Steward, President of the National, defined the issue clearly when he said that the Federal Employees Union has no official position with respect to the political organization of labor. "Its only interest lies," said Mr. Steward, "in giving its members access to the best thought on both sides of the question. It neither endorses nor disapproves Mr. Henderson's position, but it conceives it to be its duty to bring before its members the opinions of any thoughtful man upon any subject directly affecting labor.

(*Continued on page* 6)

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Proposes Credit Organization for Government Employees

Present is Opportune Time, Says Government Chemist—Travel and Other Advance Expenses

"AN ASSOCIATION from which the government employee may secure credit has been a long-felt want, and under present conditions the need for this is pressing," declares Capt. H. E. Patten, of the Bureau of Chemistry.

Replying to a request of officers of the union for a statement of his views, Captain Patten outlines the following as the chief factors in the problem ot credit for government employees:

1. The Government demands travel on the part of a large number of employees in the performance of their duties, and requires them to advance the cost of these trips (except transportation). Employees must loan the Government the money to cover the costs of these trips for periods of one to three or four months and often longer in case of question on some small item of expense, receive no interest on this money, and are often obliged to borrow money at high rates of interest, or sacrifice investments in order to provide the funds.

2. At times when Congress fails to appropriate funds for the continuance of the work of a department, the salary of the government employee is held up to his great inconvenience and financial loss, and often with severe hardship to him.

3. The government employee's only capital is his salary, and small savings therefrom, and he cannot secure credit for the making of investments or the providing for emergency expenses from present credit organizations on the security of his salary, personal note, second mortgage, chattel mortgage, life insurance, or anything except what are classed by banks as absolutely safe securities.

WHAT THE UNION CAN DO TO AID ITS MEMBERS IN THIS MATTER OF CREDIT

The steps that the Federal Employees Union can take to aid its members in supplying this need for credit are of two general classes, according to Captain Patten:

1. The securing of legislation which will correct the injustice of requiring government employees to advance funds for the carrying on of government business (official trips, etc.), and of holding up of salaries due to failure of Congress to appropriate funds at the proper time.

2. To form a mutual association to secure credit for members of the union to take care of emergency expenses, sickness and accident expenses, investment in sound enterprises, and demands of the Government as above until the legislation asked is secured.

There are two general ways in which the mutual association may be organized to secure credit for its members:

1. To form an association which will back its members in securing loans from one or more standard banks or trust companies, *i. e.*, guarantee the loan.

2. To form a bank which will make its own loans to the members of the union.

UNION WOULD BE ASSURED AGAINST LOSS

"In either case," says Dr. Patten, "the association of the union members is to be insured against loss, by requiring the prospective borrower to bond himself for the payment of the amount borrowed, the association to arrange with one of the large bonding companies for the bonding of its members for the comparatively small amounts to be borrowed, and the cost of bonding to be paid by the borrower.

"Where the association simply backs the loans, as in the first proposal, there would be no financial return to the association, and there would be quite an office expense.

"With the number of members that Local No. 2 has at present, it seems that it would be entirely feasible to form a bank, which would receive the commercial and savings deposits of the members, and make loans to them as above suggested, and in addition make investments in standard securities, etc. Since the ultimate security of the government employee lies in his salary received, an investigation of the possibilities of organizing a bank on the Morris plan would be well worth while.

"Present banks are organized to bring financial gain to the stockholders, and for the convenience of real estate companies and business firms. The proposed bank would be for the benefit and convenience of the stockholders and depositors, the government employees. Among other things that such a bank should offer are banking hours convenient to the government employees, and a monthly statement of the accounts.

"It is suggested that the preliminary financing of such a bank could be arranged by selling moderate priced shares to each member of the union desiring to avail himself of the privilege of this bank. Besides the deposits of the members themselves, we could count on the funds of the union, and as soon as the bank was firmly established a portion of federal government deposits. The ultimate idea in the organization would be to have every depositor a stockholder with only one vote no matter how much stock held; the stock to be retired or redistributed when the bank is on a sound financial basis so as to leave only one share of nominal value to each stockholder; a surplus to be accumulated at least equal to the value of the capital stock and further earnings to be divided pro rata among the stockholders."

Arthur Henderson's Coming

(*Continued from page 5*)

Its policy in the past has been and its policy in the future will be to maintain a forum through which can be effected that interchange of ideas which is essential to a democratic institution whether it be a trade union or a government. In line with that spirit it is taking advantage of Mr. Henderson's visit to present his views, just as it will in the future take advantage of the visits of other distinguished persons to present divergent views."

Insurance Plans of Other Organizations

(*Continued from page 2*)

on the amount of the principal sum and the weekly indemnity.

TYPOGRAPHICAL UNION

Pays a death benefit of from $75 to $400, depending on the length of time deecased member was affiliated with the organization.

Pays old age pensions of $5 per week to members 60 years of age or over, on account of disability, etc.

In addition to the above, this organization maintains a union printers' home at Colorado Springs for the care of aged, infirm and sick members.

Fund from which the above benefits are paid is derived from a per capita tax of 45 cents per month, and in addition thereto a payment of one per cent of the earnings of members.

NOTE: The officers of most of the organizations named have authority to levy additional assessments on the members if necessary to maintain insurance funds.

Federal Employee would like to dispose of a paid-up Y. M. C. A. yearly membership, at a big reduction.

Apply room 112 McGill Building, or phone Franklin 2358.

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Essay Prizes Open to Government Employees

DO any members of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES wish to write essays for prizes on "Spiritual Regeneration as the Basis of World Reconstruction?" The Walker Trust, of St. Andrew's University, Scotland, has offered four "workers' prizes," of the value of $100 each, one specially assigned to the United States, and one "open prize" of $100, open to anyone in any part of the world.

In its announcement the Walker Trust says:

The evidence of the past goes to show that humanity has striven, for the most part, after material progress and attainments, without sufficiently understanding the relation life bears to the spirit by which it is nourished and sustained, and that it is the lack of this understanding which has led, through an age of materialism, to world tragedy.

New and purified motives and aspirations are needed to direct our vision, so that life may be seen in its true perspective, and that the illusions of materialism may be swept away. With this ideal before us we recognize more fully the spiritual value of education, and the need that educative influences should in everything aim at ennobling the whole man. However highly we may prize intellectual development, however firmly we may establish the recognition of its place and necessity in the evolution of the race, we realize that qualities of soul, of spiritual discernment and of character are of even more essential value in the world's life. Only through the coordinated development of these qualities can the spirit in man attain to freedom of expression, to a clear vision of its destiny, and to the strength which is needed for the building, in the coming years, of a new and better order of civilization.

The essays must be in the hands of the Walker trustees by March 1, 1920. Inquiries should be addressed to The Secretary, The Walker Trust, Rothes, Markinch, Fife, Scotland.

Lucky Denver!

Speaking of profiteering in meat, how do the prices given below strike the Washington housewife? This advertisement of a Denver "Grocery and Market" appeared in the issue of August 16 of the *Labor Bulletin*, published in that city:

STEAKS AND ROASTS

Best Meat in Denver

Lb., 13c, 20c, 25c and 30c

BEEF

Corned Beef, lb.	15c
Hamburger Steak, lb.	20c
Round Steak, lb.	28c
Porterhouse Steak, lb.	35c
Fresh Tripe, lb.	10c
Whole Rump, lb.	17½c
Prime Rib Roast, lb.	25c
Loin Steak, lb.	28c
Short Cut Steak, lb.	28c
Boiling Beef, lb.	15c
Pot Roast, lb.	17½c, 20c
Shoulder Steak, lb.	20c
Rolled Roast, lb.	25c, 30c

VEAL

Veal Stew, lb.	17½c
Veal Roast, lb.	25c
Veal Rump, lb.	20c
Calf Hearts, lb.	12½c
Veal Breast, lb.	17½c
Veal Leg, lb.	20c
Veal Steak, lb.	30c
Calf Brains, 2 dishes	15c

PORK

Spareribs, lb.	20c
Pork Shoulder, lb.	26½c
Pork Roast, lb.	30c
Pork Steak, lb.	35c
Small Hearts, lb.	12½c
Neck Bones, lb.	7c
Pig Tails, lb.	17½c
Fresh Pig's Feet, lb.	8c
Kidneys, lb.	10c

FALL LAMB

Fall Lamb Stew, lb.	15c
Fall Lamb Steak, lb.	25c
Fall Lamb Shoulder, lb.	20c
Fall Lamb Chops, lb.	30c
Fall Lamb Legs, lb.	30c

FANCY CURED MEATS

Picnic Hams, lb.	32c
Pickled Pork, lb.	32½c
Bacon Squares, lb.	36c
Fancy 14-lb. Heavy Bacon	38c

This Bacon was cured for home consumption. Our price for this Bacon has not been higher than 39½ cents per lb. for the past six months.

Every Sale Cash and Take It With You.

Asks Ice Cream Company About Labor Policy

President W. Carson Ryan, Jr., of Washington Local No. 2, has written to the Fussell-Young Ice Cream Company in behalf of the union to inquire about the labor policy of the company, information having reached the headquarters of No. 2 that it is unfavorable to union labor.

In his letter, President Ryan points out that the Federal Employees are reluctant to believe that the Fussell Company takes the attitude it is alleged to take, and asks for a statement for the information of the 30,000 members of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES in Washington.

The union label is the acme of good will and confidence, and its influence is unlimited. It is bound up with consistent, persistent, and aggressive movements, yet its mission is a federation of humanity. It has yet to be recognized at its true worth, for it is destined to occupy one of the proudest places in the labor temple of the future.

Webster to the Rescue

Mr. Coopah—Could you lemme look in yo' dictionary a minute, Kuhnel! Jest want t' find a couple of words to add to mah lodge-office title what Ah was elected to last night. They dun chose me Grand High Most Worthy Exalted Imperial Plenipotentiary, but it strikes me dat sounds jes' a little bit cheap!—*Puck.*

The Jester's Column

Walker—What causes all this racket about the millinery stores?

Jones—Oh, those are the spring styles coming in.—*Dry Goods Chronicle.*

Listening In

First Maid—So you don't like to work for highbrows?

Second Maid—You bet I don't. I worked for one pair of them—and never again! Him and her was fighting continually, and it kept me running back and forth between the keyhole and the dictionary all the time.—*Puck.*

High Cost of Tears

"Doesn't peeling onions make you weep?" "No, but paying 20 cents a pound for 'em does."—*Boston Transcript.*

Unusual

"There was a sensational case of kidnapping on your block yesterday."

"You don't say so! What was it?"

"The baby in the third house who generally keeps everybody awake with its yells slept all night."—*Selected.*

Wouldn't Take a Chance

"Why don't you get out and hustle? Hard work never killed anybody," remarked the philosophical gentleman to whom Rastus applied for a little charity.

"You're mistaken dar, boss," replied Rastus; "I'se lost fouh wives dat way."—*People's Home Journal.*

How Could Bridget Help It?

Mistress—Bridget, I'm tired of your carelessness. Only look at that dust on the furniture. It's six weeks old, at the very least.

Bridget—Sure, it's no fault av moine. Oi've been here only t'ree weeks.—*Life.*

Pretty Polly

"Polly, want a cracker?"

"Why, yes," answered Poll as she plumed her plumage and neatly brushed out her cage with her portside wing. "Now that the war is won and the necessity for food conservation has been reduced to a certain degree, I feel that I may indulge in my favorite dish without serious damage to my conscience."

And the wealthy munitions worker who overheard the remark bought her on the spot for $1,000 cash, saying that she should be surrounded with luxuries for the rest of her days, yea, though she lived to be as old as the mother-in-law joke.

Note.—Gentle readers who look for a moral in this particular piece of patriotic persiflage, will please try to bear up under the disappointment. There ain't none.—*Indianapolis Star.*

When Doctors Disagree

The man was in a railroad accident. After a while he appeared on the street walking with crutches.

"Hello, old fellow," greeted an acquaintance, rushing up to shake his hand, "I am certainly glad to see you around again."

"Thanks," responded the injured one.

"I see you are hanging fast to your crutches," observed the acquaintance, "can't you do without them?"

"My doctor says I can," answered the injured party, "but my lawyer says I can't."

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Scientists Section Elects Officers

FINAL organization of the Scientific-Technical Section of Federal Employees Union No. 2 was perfected at a meeting Tuesday evening, September 23. The following were elected officers: President, R. H. True, Bureau of Plant Industry; vice-president, E. W. James, Bureau of Public Roads; secretary-treasurer, E. A. Eckhardt, Bureau of Standards.

The following constitution was adopted:

CONSTITUTION OF THE SCIENTIFIC-TECHNCAL SECTON, FEDERAL EMPLOYEES UNION NO. 2

Article 1. Name

Sec. 1. The name of this organization shall be the "Scientific-Technical Section of Federal Employees Union No. 2."

Article 2. Objects

The objects of the Scientific-Technical Section are:

Sec. 1. To bring the scientific and technical workers into closer cooperation with one another in the government service and with their colleagues engaged in scientific work in colleges and universities in research laboratories, and in state and municipal institutions.

Sec. 2. To increase the efficiency of the public service and of its scientific and technical workers, by securing the conditions essential to the best professional service.

Sec. 3. To promote scientific research in the government service, in industry, and in educational institutions.

Sec. 4. To increase further the effectiveness of Federal Employees Union No. 2, by enlisting more actively, along their own professional lines, the interest of scientific and technical workers in furthering the principles of united action among government employees.

Article 3. Membership Qualifications

Sec. 1. Membership in the Section shall be confined to scientific or technical employees of the Government who are members in good standing of Federal Employees Union No. 2.

Sec. 2. For the purpose of membership a scientific or technical employee is defined as one who is engaged in work requiring practical or theoretical knowledge of natural, mathematical, or social science, or of engineering.

Article 4. Officers

Sec. 1. The officers shall consist of a President, a Vice-President, and a Secretary-Treasurer, whose duties shall be those usual to these respective offices.

Sec. 2. The officers shall be nominated and elected annually by ballot and shall serve until their successors are duly elected and qualified, unless sooner recalled.

Article 5. Board of Delegates and Executive Committee

Sec. 1. Members of a Board of Delegates shall be elected annually by each Sub-Section, one delegate for each twenty-five members or major fraction thereof.

Sc. 2. The officers shall be ex-officio members of the Board of Delegates and shall be its officers.

Sec. 3. The Board shall annually elect from its members four persons, who, with the officers, shall constitute the Executive Committee.

Sec. 4. The Board shall meet at least quarterly at the call of the President, and shall conduct and administer the business of the section.

Sec. 5. The Executive Committee shall meet at least monthly, and shall, between quarterly meetings of the Board of Delegates, have power to conduct the business of the Section. The Executive Committee shall make a written report at each meeting of the Board of Delegates.

Article 6. Meetings

Sec. 1. The Section shall hold its annual meeting in December of each year. Special meetings may be called by the President, and, at the written request of fifteen members, he shall call a special meeting within two weeks. Fifty members shall constitute a quorum.

Article 7. Sub-Sections in Departments, Bureaus, or Independent Establishments

Sec. 1. A sub-section may be established in any department, bureau, or independent establishment, having not less than thirteen members. Members in two or more departments, bureaus or independent establishments may combine to form a sub-section.

Sec. 2. Each sub-section shall elect delegates to the Board of Delegates, as provided for in Article 5, Section 1.

Sec. 3. Sub-sections may organize in any manner not inconsistent with this constitution, but, unless, the sub-section organizes otherwise, it shall designate one of its delegates as chairman of its delegation, and he shall act as executive officer of the sub-section.

Article 8. Initiative, Referendum, and Recall

Sec. 1. Upon written request by fifty (50) members, the Executive Committee shall submit to initiative vote any definitely stated propositions; to referendum vote, any action of the Executive Committee or the Board of Delegates; to recall vote, any officer.

Article 9

Sec. 1. This Constitution shall become effective, if, as, and when, adopted at a meeting of the Section and adopted by a September, 1919, at which meeting an election of officers shall be held for the period of September, 1919, to December, 1920.

Article 10. Amendments

Amendments may be submitted at any meeting of the Section an adopted by a two-thirds vote, provided that the substance of the proposed amendment shall have been published at least one week in advance.

The Rock Island Arsenal

(*Continued from page 3*)

and to have the men know that the War Department desires cooperative and helpful relations between the management and the men and appreciates the spirit in which the men are responding to their important and responsible task.

Cordially yours,
NEWTON D. BAKER,
Secretary of War.

Mr. R. L. Cornick,
Mr. James L. McCort,
Employees' Representatives,
Ordnance Department,
Washington, D. C.

Provisional General Secretary Arrives in Washington

(*Continued from page 1*)

fer serious disadvantage in reduced production, with consequent loss all around.

"If a general agreement with regard to the number of work hours per week is reached, it will mean generally improved conditions. Coming to an agreement internationally in the matter of wages will be infinitely more difficult—living conditions vary so widely in different countries. I doubt much that the conference will be able to establish international industrial standards as high as the best national standard."

Mr. Butler was not prepared to say whether or not German and Austrian visitors to the conference would be admitted as delegates. It is a question yet to be decided, he said.

In a letter addressed to members of the National Association of Credit Men, Mr. J. H. Tregoe, secretary and treasurer of that organization, urges the adoption of a national labor policy which will not only recognize but compel good faith and honor in the contractual relations of employed and employer.

"The right to hire and discharge at will," said Mr. Tregoe, "implies the rightto leave and strike at will. Both of these rights, at least up to the present, are under control of natural laws and, when misused, carry a moral injury.

"Let us quit strong-arm methods, the autocratic procedure, the breaking of contracts, the violation of good faith, the ignoring of public interests, and get down to a basis where men can and must live right in their relations, industrial and social, with one another."

There is but one way to diminish that cost (cost of living). That is for every workman and every workwoman to do an honest and a hard day's work. Every producer must produce all he or she can. The best labor of every member of the producing community must be given without interruption. The high cost of living can be lowered in that way, and in no other.—*New York Times.*

There may be other ways to reduce the high cost of living, but an honest day's work six days a week will certainly help.

Negro workmen in the Newport News Shipbuilding and Drydocking Company have been receiving as high as $175 a week.

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THE
FEDERAL EMPLOYEE
OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES
ISSUED WEEKLY
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Permanent Government Establishments in Temporary Structures

Does the Public Buildings Commission's Policy Take into Consideration All the Facts Available?—Saving in Rentals Absorbed by Expenditures Required in Making Moves

ACCORDING to a communication received by Dr. W. Carson Ryan, President of Federal Employees Union No. 2, from Mr. E. C. Crittenden, temporary secretary of the Scientific and Technical Section, much criticism has been directed at several actions of the Congressional Public Buildings Commission in abandoning rented holdings for the temporary structures built to house war activities. Accompanying Mr. Crittenden's letter is a report made by a special engineering committee appointed to determine the facts in some of the cases which have been the subject of this criticism, consisting of J. V. McNary, Civil Engineer of the Bureau of Public Roads and Rural Engineering, T. C. Brooks, Structural Engineer, and Peter J. Furlong, Mechanical Engineer of the Supervising Architect's Office.

In the preamble of the report the committee sets forth four specific complaints against the use of these buildings for permanent government work: (1) Owing to their poor construction the buildings are likely to be so cold in winter and so hot in summer as to be unfit for this use except in times of great national emergency; (2) For the same reason they are structurally unsafe for the purpose suggested; (3) an unjustifiably great fire risk both to personnel and to valuable records is incurred. (4) In view of the disadvantages and expenses incurred in making these changes the monetary saving is not sufficient to justify the move.

Owing to statements from members from the Department of Agriculture the committee inspected the space specifically complained of, namely, a part of the Council of National Defense Building, giving particular attention to (1) the life and strength of the structure, (2) its condition from a sanitary standpoint, (3) to the fire risk to which persons and property would be subject.

After describing the construction of the building, which is similar to that of all so-called temporary government buildings, the report states that while it is amply strong for office purposes and ordinary office equipment any concentration of load such as a central letter file or a library should be preceded by a thorough investigation and the portion to be loaded reinforced. The probable life of the building is set at about three years, when in the opinion of the committee, decay of foundation timbers will probably make necessary repairs so extensive as to be inadvisable.

Concerning living conditions the committee finds that owing to the construction the building is likely to be uncomfortable in the height of the winter and summer seasons and states that conversations with former occupants confirm these conclusions. Ventilation is by window and through the loosely constructed sides and ceilings and the lighting conditions are described as "ordinarily good."

The type of construction is referred to as "tinder box construction" which "is not permitted in the business sections of any of our modern cities." The committee strongly advises against the storage of records of any value in the building and states that in case of fire the danger to life is considerable, while much minor injury to those jumping from the second story is practically certain.

The principal objection, however, to the use of these temporary buildings for the permanent housing of government departments the committee finds to be an economic one. The chief purpose of the Public Buildings Commision in making these moves has been, according to the report, to reduce the government's rent bill. In a report to the Senate made on July 8, Senator Smoot, chairman of the Commission, claimed a net saving of $356,500.76 by a series of these shifts. The committee claims that this is not a net saving since no account is taken of the financial and other costs required of the organizations affected in complying with the Commission's order. As an example a detailed statement of the transfers involving the Department of Agriculture is given.

(*Continued on page 8*)

Oppose Attempts to Weaken Minimum Wage Decision in District

ASSERTING that there must be no let down in the strict enforcement of the Minimum Wage Law for women and minors in the District of Columbia, the Executive Committee of Federal Employees Union No. 2 has gone on record as opposing the efforts of the merchants of Washington to secure

(*Continued on page 8.*)

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The A. B. C. of Cooperation

By WILLIAM R. HOOD

Bureau of Education of the Cooperative Committee, Federal Employees Union No. 2

THERE are "57 varieties" of H. C. L. At least there are about 57 varieties of opinions as to why prices are so high. Some say its inflation of the currency, and others say it's taxes. The consumer says it's the profiteer, and the profiteer says it's the war. The tenant says it's the landlord, and the landlord says it's the builder and the coal man. The butcher says it's the packer, and the packer says it's the butcher. Labor says it's capital, and capital says it's labor. The people say it's the merchant's avarice, and the merchants say it's the people's extravagance. And so on to 57 or more.

There is truth in more than one of these opinions, for doubtless several causes contribute to the present high cost of living, and not all of these will be immediately removed. In fact, many thoughtful students of social-economic conditions think that we shall never return to the "good old days" that obtained before the war. If this view is correct, what will the man of moderate income do? And this means, what will the average consumer do? He has been pinched to the point of bleeding.

One strong indictment against the American wage earner or man of moderate salary is that he looks too much to the *income* end of his finances and not enough to the *outgo* end. We have all sort of unions and other agencies that devote much attention to prizing up the income, but the outgo is in a large measure left to take care of itself. Otherwise expressed, the American is not so good at money-saving as at money-making. In this respect, he is far behind his European brother. For the European has not only been more frugal but also has attacked more vigorously the underlying economic evils.

One of the principal lines of attack is through consumers' cooperation. What might be called a "consumers' consciousness" has been developed, and cooperative societies are now found in large numbers over the greater part of the continent. In England, for example, membership in such societies has, according to recent reports, grown to 3,500,000 persons. Before the war membership doubled about every ten years, and since the outbreak of hostilities its growth has been greatly accelerated. Hundreds of cooperative retail stores are in successful operation, and these are headed up with a wholesale system whose yearly business runs up to many millions of pounds sterling and effects a saving of millions in the process of distribution. Recent English visitors to a conference of the cooperative societies of Ontario, Canada, reported that distribution is effected by their wholesale society at an average cost of 1.6 per cent, despite the high wages that are paid for labor.

The object of consumers' cooperation is not merely bargain-hunting, nor yet is it the "jewing down" of production prices to a point below a legitimate level. It is rather the elimination of waste, and this means economic waste such as unnecessary steps in the process of distribution of commodities, or the useless handling of goods. The "middleman" is an object of the cooperators' eliminative efforts, for the reason that he is regarded as useless in a properly organized system of production and distribution. Why cannot the consumer be his own distributor? The cooperator answers that he can, in large measure at least, if he will only join with his neighbors. For in this way he can put himself in position to deal directly with the producer. He can arrange to buy the producer's goods in quantities and at prices mutually satisfactory.

In the cooperator's thinking, there is little real reason for the existence of the commission man who may take toll of a hundred dollars from the Maryland or Virginia farmer and the Washington government employee before the latter gets his hair combed in the morning. And the existence of a small storekeeper with more than one passenger automobile and other luxuries to match, while the government employee (in the Government's city, mind you) hangs on to a strap in a will-run-eventually street car, would seem to be getting things turned round wrong end foremost. The cooperator points the way out of this condition wherein one's earnings go to make somebody else rich. The way is through the organization of consumers to the end that they may provide their own means of distribution. A chain of cooperative stores headed up by a wholesale will accomplish this end.

It has been shown that cooperation is successful in Europe. But we do not have to go to Europe to find success of this kind. Cooperative marketing among farmers and fruit growers is already a success in America. The fruit growers' associations of the Pacific Coast are now widely advertised, but it is not so well known that the cooperative marketing movement has spread to other States of the West, to the South, and in fact, to all parts of the country. According to Bulletin No. 547, published by the Office of Markets and Rural Organization of the Department of Agriculture, there were in 1915 nearly 1,000 cooperative organizations in Minnesota, over 500 in Iowa, and over 400 in Wisconsin. Certainly there must be many successful societies among such numbers as these.

Just now one hears much of the organization of cooperative associations among the farmers of the South. The spread of the boll weavil has driven the cotton grower to other crops, and with the coming of the other forms of agriculture, the cooperative idea has taken deeper root. In one county of Alabama, for example, they used to sell their cotton for $1,500,000; now they sell their peanuts for $4,500,000. And they have a cooperative peanut growers' association down there. First, these farmers decided to grow the same species of peanut and thus they standardized their product and made it more marketable. Then they cooperated in studying the best methods of cultivation, and finally they sold their product in cooperation. The members of that association can put a carload of peanuts in Birmingham, Cincinnati, St. Louis or any other American city, and they don't need a middleman to take toll from them in the process. What can be done in this simple way with peanuts can likewise be done with apples, potatoes and numerous other farm products, and present indications are that it will be done.

Another fact that is not so well known to city consumers is that cooperative marketing among farmers is encouraged by the Government. The Clayton Anti-trust Act of 1914 exempts from the operation of the anti-trust laws certain farmers' cooperative organizations, and such organizations are also exempted from the taxes imposed by the corporation tax law of 1916. Nor has the Government stopped there. At least three bureaus or offices of the Department of Agriculture are promoting cooperation. The county farm demonstration agents in the States are paid in part by the

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Federal Government, and many of these concern themselves with the promotion of farmers' associations.

"But," we ask, "what does all this have to do with the consumer in a city?" It touches, or may touch, him at two vital points. First, this co-operation among farmers may grow until it becomes a serious third menace to the finances of the city consumer. Already, some say, the man of moderate salary is between the upper and the nether millstone—capital and labor. And how is the farmer to become, through organization, a third stone set to this merciless grinding? Lest this prove to be the case, it behooves the consumer to look somewhat to organization himself. In fact, organization of consumers would seem indispensable, if they are to show any considerable capability of combatting the forces that are making high prices. Cooperation of consumers is needed at all times; it is especially needed at the present time to turn from possible bad account to good account the farmers' disposition to cooperate.

Coming now to the second point at which farmers' cooperation may affect the city consumer, we reach a somewhat more optimistic view. Here the farmers' "co-op" and the consumers "co-op" are thought of as eliminating the middleman and dealing directly with each other. Already, as has been shown, the farmers are organizing and reaching out for markets; let the consumers also organize and make the desired markets. Common ground should readily be reached in the benefits accruing to both through the elimination of economic waste. Let us assume that a cooperative apple growers' association is maintained at Charlottesville, Va., and is prepared to sell standardized or graded apples by the barrel or the carload. There is needed only a corresponding consumer's association in Washington to buy these apples. For what the army men call a *liaison* should, without great difficulty, be established between the Virginia producer and the Washington consumer, and with considerable profit to both. If the consumer sits idly by, the profiteer will capitalize this tendency of the farmer to act collectively. He is already capitalizing the profit-taking proclivities of farmers living near large cities.

Contacts in other directions could be established by a consumers' wholesale store, and the economic waste eliminated would be enormous. Under the present system of trading, traveling salesmen must be employed; vast sums must be expended for advertising; numerous "brands," all of which are the "best," must be kept on the market; large numbers of clerks, many of them unnecessary, must be paid to stand behind counters; costly store fixtures and other allurements must be provided; and fortunes must be built up for brokers, commission men, merchants and what not. All of this, and perhaps still more, is paid for by the consumer. Cooperation contemplates self-help in the elimination of this prodigious economic waste.

Portsmouth, Va., Reports Suggests a Navy Yard Auxiliary

FEDERAL Employees Union No. 10 held its regular semi-monthly meeting on September 16, 1919. The attendance was larger than that of any meeting for several months, and from the spirit manifested among the members present it would seem that this Local is on the eve of expanding into one of the large groups of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES.

Local No. 10 now has 408 members; thirty-five applicants were received at this meeting, and a member reported that more than two hundred new applications for membership would be presented at the next regular meeting. There are about fifteen hundred persons employed in the Fifth Naval district who are eligible for membership in this Local, and an active canvass is to be made this fall in an effort to bring the membership to more than one thousand members.

A motion was made that the dues of the Local be raised from fifty cents to one dollar per month, and that a competent manager be employed to devote his entire time to the work of the organization, and that this Local take such steps as may be necessary looking to the organization of a strictly Navy Yard auxiliary within the National Federation.

A committee of ten members was appointed to consider the motion and to report at the next regular meeting as to the advisability of putting into effect the provisions of the motion. The committee will report in favor of the adoption of the motion.

The members of the Local are employed in diverse branches of the service scattered over a large area, and it has become difficult for the officers to handle the growing business in an efficient manner, and the only solution seems to be employ a competent manager to take over the entire work and devote his time to building up a strong, virile organization.

There are many matters coming up from time to time which are of vital interest to Navy Yard employees, and which cannot be of more than passive interest to other employees, of the service, and as these interests will never dovetail with any definite plan of the National Federation, it has been felt by the members of this Local for sometime that the locals of all navy yards should form an auxiliary within the National Federation, and elect a representative who shall devote his entire time to Navy Yard matters. This provision will undoubtedly be put up to the various Navy Yard locals at an early date.

PHILADELPHIA LOCAL HEARS CONVENTION REPORTS—BIG MEMBERSHIP INCREASE

A large and enthusiastic audience of federal employees met in the Grand Fraternity Building, 1626 Arch Street, Friday evening, September 26th, to hear reports from the delegates to the national convention of federal employees recently held in San Francisco.

John B. Cloud, of the Mint; S. Tyson Kinsell, of the Customs Service, and Emily Leonhardt, of the Quartermasters Construction Division, War Department, presented reports of the work done by the convention. Resolutions endorsing a plan of insurance, old age retirement, and changes in the civil service laws were the principal features acted upon.

Nearly five hundred new members were received that evening from the Schuylkill Arsenal.

Baltimore Teachers Organize

Word has been received from Baltimore that the teachers in that city have organized under the leadership of a number of the members of the faculty of the Baltimore City College. A preliminary meeting attended by nearly all the teachers in the city was held Wednesday evening, September 24th, and a number of interesting speeches were made.

At this meeting those in attendance agreed informally to indorse the new scale of salaries which will be advocated by the Board of Education and to put this endorsement in the form of a resolution as soon as the permanent organization is effected.

A Message

To Corresponding Secretaries

YOU MAY HAVE

The Biggest Story of the Year Right in

YOUR OWN LOCAL

Why Not Send the News to the

FEDERAL EMPLOYEE?

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The FEDERAL EMPLOYEE

A Magazine for Government Workers

VOL. IV OCT. 4, 1919 No. 16

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OFFICIAL MAGAZINE OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

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PENNY WISE AND POUND FOOLISH?

The report of the special engineering committee of the Scientific and Technical Section described on another page of this issue indicates very clearly that the Commission on Public Buildings has adopted a policy of abandoning rented buildings and housing the federal departments occupying them in the temporary structures built to house war activities hastily and without due regard to the apparent disadvantages of the shifts. Any proposal to save unnecessary expense in the conduct of the business of the Government is laudable and to be commended, but in this case, while the reasons given for the changes are economic ones, there does not seem to be any foundation of fact in the statement that the moves will save the Government one single dollar.

Such buildings as the Council of National Defense Building, the Food Administration Building and all the other similar structures were built at a time when immediate available floor space was imperative. They were never intended for permanent occupancy. Located as they are at some distance from the permanent department buildings, bureaus and sections housed in them are under great disadvantage and in many instances seriously handicapped in their work. Built of the flimsiest material, thrown together literally over night, it is sheer folly to use them for the housing of valuable government records even though the commission's policy of economy gives no consideration to the comfort and safety of government employees.

The makeup of the committee making the report admits of no attack on its integrity and ability. The report will commend itself to every thoughtful person in the government service. It is conservative, readily understandable, and shows care and study. It is hoped that before proceeding further with its plan for using these structures for permanent occupancy the Commission will give due consideration to the doubtful wisdom of saving a few dollars in rentals at the expense of efficiency, time and inevitable cash outlay.

SAMUEL GOMPERS ALIAS BEELZEBUB

The following editorial from the *Public* of September 27th is well worth reprinting:

"The pet devils at Washington have all been deposed. Congressmen of the witchcraft school always have pet aversions of various sorts to whom are ascribed all the ills that the nation is heir to. Congressman Heflin, for instance, attributes the origin of all sin to the negro. Mr. Sherman sees the Pope lurking in every corner, and Luther-like hurls torrents of printer's ink at him by way of the *Congressional Record*. Senator Chamberlain firmly believes that sin, disease, and political corruption are visited upon mankind through the incantations of Secretary Baker. The devil-cult par excellence, however, has been the Wilson cult. Innumerable Senators regard the President as a sort of super-devil through whose superior powers the lesser devils operate. They picture him as the source of the spells laid upon legislation that dies in committee, of the charms that bewitch voters into voting the wrong ticket, that blight the fortunes of pet corporations, and that sour the milk of Senatorial kindness. Yet of all these schools of demonology the loudest is the school that holds that Samuel Gompers is only an alias for Beelzebub. Mr. Blanton of Texas is its leader. Like many lesser sects in the theological field it makes up in turbulence what it lacks in numbers. Mr. Blanton, be it understood, is the Senator Sherman of the lower house. He is Senator Sherman's equal in vituperation and has the advantage of a better pair of lungs.

"Mr. Blanton's state of mind may be imagined when the plan of the Railroad Brotherhoods for government ownership was proposed. Instantly his temperature arose to such alarming heights that the pent-up winds within his oratorical apparatus expanded and swirled around the halls of Congress in a mad blast against the 'radicals who want to take $20,000,000,000 of private property from widows and orphans and little minor children whose ancestors have probably acquired it through a lifetime of thrift.' One of the ancients straying into Congress might well have imagined that he had stumbled upon one of the fabled caves where Æolus confined the winds. Under such a hurricane no competing devil could stand upright. Before the day was over Mr. Blanton's demon was supreme. Great is Blanton of Texas! Henceforth let no one hint that organized labor is not the moving cause of warts, bolshevism, woman suffrage, or race riots. Let those who think otherwise restrain their speech lest the winds be again unleashed. The devils are dead. Long live the Devil!

WAR AND PILLS

A while ago everybody wanted Baker fired for inefficiency. So they held an investigation. It wasn't much of an investigation because the fellows who did the questioning didn't know very much about the subject. Baker made monkeys out of some of them. That is, like a lot of other officials who are called before congressional investigating committees, he advertised the Lord's handiwork. Then when they got tired of the inefficiency stuff we heard a new kick. "What we need in the War Department is a man with iron in his blood," they said. The answer to this is, "Yes, and without any bone in his head."

Some people seem to think everything must be done with the aid of a press agent. The quiet, unassuming little man at the War Department talks less in a year than some of his critics do in a week. But he works a full day and every day. However, that sort of thing doesn't satisfy a lot of people. They don't understand it any more than they understand the President. A man who doesn't invite the newspaper correspondents in to see him take a bath is a mystery. If Baker drank Peruna or kept a goat or did anything like that they could understand him.

Jim Ham's spectacular whiskers are understandable. So are Champ Clark's patent medicine ads and Blanton's aversion to Sam Gompers, John Densmore and the Secretary of Labor. The official whose name appears in the first and last lines of the twice-a-day news releases of his department is open as the day. But a man who just attends to business must be crazy.

All of which is by way of diversion and has no particular moral.

The more we watch man's efforts to straighten out the affairs of the world the more we believe in prayer.—*Richmond News Leader.*

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COLONEL WOODS RESIGNS

Arthur Woods (a thousand pardons—Col. Arthur Woods, assistant to the Secretary of War) has resigned. The letter from Secretary Baker to the amiable Colonel accepting his resignation did not seem to bubble over with enthusiasm. It does not seem to contain much of that "well done, thou good and faithful servant" stuff. Would it savor of lese majeste if it was suggested that he was relieved rather than depressed when he went over his mail that morning?

All of which suggests the thought that there may be some truth in the rumor that the office of the assistant to the Secretary has had a particularly efficient publicity department, which took frequent flights into realms of the imagination. That is, efficient from the standpoint of the incumbent. Officials of the U. S. Employment Service are quite certain that it had a whole air service practicing these flights. According to press dispatches Colonel Woods' office has been singularly successful in finding jobs for soldiers, sailors, and marines. Unfeeling persons have said, however, that all the jobs found for these discharged service men were found by the Federal Employment Service, or by local trade associations or by welfare organizations. They say that Colonel Woods' field force just played around the edges and wrote long reports on soldier placements which were immediately translated into reports of placements by this branch of the War Department. For example there was that interesting document signed by Colonel Woods and several officers under him which was designed to go in envelopes containing pay checks. It contained a statement that the signators were placing 10,000 men in jobs a week. This is only a few thousand less than the Employment Service, with its elaborate placement machinery in all the camps and its 900 branch offices, was able to place each week. Maybe the War Department machinery for this work was much more elaborate than that of the Department of Labor. Maybe the Employment Service was rotten. We don't know. Then there was the Public Works Section of the office of Col. Arthur Woods, assistant to the Secretary of War. It used to put out statements each week telling about the increase in contracts let which left the reader breathless as he thought of the benefits derived from a government establishment which could increase the demand for labor in the mines and forests, and on the railroads, to say nothing of the labor demands of the work itself. Was the Public Works Section field force actually responsible for the letting of these contracts or did it simply act as a reporting agency?

What about that attractive poster, "Put Fighting Blood in Your Business"? Col. Arthur Woods, assistant to the Secretary of War, appears as the oracle delivering this message to employers. But the names of the Red Cross, the U. S. Employment Service, the Department of Labor and the War Department all appear on it. Whose is it anyway?

Not that it makes any particular difference to anybody except the chap on the New York newspaper who will have to wade through a lot of handouts in the next mayoralty campaign in that city. It is just a question of good or bad taste. Which brings us back to the Secretary of War, seated in his office going over his mail on that fateful day. Was he depressed or was he relieved?

With the International Labor Conference, Arthur Henderson and Margeret Bonfield coming, and an International Congress of Women added to the Senatorial Barrage of Oratory for and against the League of Nations it is going to be a hard winter for Washington newspaper correspondents.

In refusing to receive the acknowledged leaders of a large portion of the employees of the United States Steel Corporation Judge Gary says that a great moral principle is involved. To what extent it is immoral for the head of a great corporation to sit down and talk over conditions of labor in its mills with the accredited representatives of at least a portion of its employees is a little obscure. The usually amiable judge is having some difficulty in justifying the position he is placed in in the eyes of the public by carrying out his boss's orders.

"The principal of the open shop is vital to the greatest industrial progress and prosperity" says Judge Gary. This is way over the head of the lone individual standing helpless before the Steel Trust.

Incidentally, if we were press agenting the Steel Corporation during the present unpleasantness we would have killed that Morgan cablegram before it was dry. The guy that released it caused the line to break on a dozen different salients.

Hoover's advice to Europe is to go to work. Perhaps he might be induced to have a short heart-to-heart talk with our Congress.—*Nashville Banner.*

Pay as You Enter

By Hugh Reid

EVERYBODY said: Pay for the war as you go along. It sounds well and it's a fine idea. The general idea seems to be that we ought to use taxes instead of bonds —make it a pay-as-you-enter war. None of the people who advocate this method have any plan that will make it a cash war. There doesn't seem to be any way in which you can raise enough money to pay for the war.

Some people say: "Soak the Rich." Fine! I'm not rich and I'm for that because it will let me out. Others says "Soak the Monopolists." That's fine too. An old professor of mine used to say that nobody had any use for a baby or a monopoly till he had one of his own. Fine again! I'm not a monopolist either. Soak them. Still others want to soak excess profits. Well, mighty few of us have any profits at all, excess or otherwise. So we'll soak profits. In this way we can put together quite a tidy little sum. And it comes in handy, but somehow or other the books don't balance.

Even if we add up all these things and raise the limit on each, we are still short. A friend of mine who is a shark on figures set out a month or so ago to prove that we could raise plenty of money. The best he could find was six billion. And at that his figures were enthusiastic. He could see a six upside down occasionally. Six billions is a long way short of eighteen. Other figures are no better. In plain English, there isn't any way to pay for the war that takes it out of the other fellow.

We had better wake up to the fact that we can't get enough money by robbing the robber. The rich man may steal enough from us to found colleges and libraries, but even they can't afford war. The poor are in on this war too. They have to pay for it anyway, no matter who signs the check. If we keep on letting the rich take it away from the rest of us, and then in turn having Uncle Sam take it away from the rich, we are only collecting money in a roundabout way from the producers. The rich are only middlemen in the game. Why not trim expenses by eliminating the middlemen in the game? Why not?

Motion and Thought

The world is full of creatures that are doing things without asking why. You can't educate a grasshopper. He's too busy hopping. The peculiarity of man is that sometimes you can induce him to stop and think.—*Samuel McChord Crothers, in the Atlantic Monthly.*

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Recent Decisions of the Comptroller

THE decisions of the Comptroller of the Treasury, abstracts of which are given below, have been selected as having special bearing on the interests of the civilian employees of the Government:

Use of Annual Appropriation After Expiration of Fiscal Year

The services of civil service employees employed in connection with the performance of a contract, not being necessarily incident to the fulfillment of that contract, the salaries earned by such employees after the conclusion of the fiscal year may not be paid from an allotment for the work from a general appropriation for the preceding fiscal year.—*Comptroller Warwick to the Secretary of War, July 2, 1919.*

Assignment of Commuted Rations by Deserter from Coast Guard

The amount of commuted rations standing to the credit of an enlisted man of the Coast Guard is not forfeited by his desertion.

A letter from an enlisted man deserting from the Coast Guard addressed to another enlisted man, giving authority to draw the deserter's pay and apply it to his indebtedness, while not strictly an assignment in the form prescribed by law, may be recognized by the accounting officers as a valid authority to permit payment of the commuted ration money which had been authorized as an allowance to be paid directly to the enlisted man for the purpose of settling the deserter's indebtedness to the mess of which he was a member.—*Comptroller Warwick to the Secretary of the Navy, July 3, 1919.*

Restoration of Civilian Position After Discharge from Military Service

Under the act of February 25, 1919 (40 Stat., 1164), a civilian employee who has been drafted or enlisted in the military service during the war with Germany is entitled upon honorable discharge to reinstatement in his former position, notwithstanding the fact of his having accepted temporary employment elsewhere in the interval between the date of discharge and of application for reinstatement.—*Comptroller Warwick to the Secretary of Agriculture, July 3, 1919.*

Increase of Compensation, Bureau of Engraving and Printing

An employee of the Bureau of Engraving and Printing whose compensation is computed partly on a per diem and partly on a piecework basis is not entitled to any allowance as increased compensation under the act of July 3, 1918 (40 Stat., 814), upon the earnings received on a 50 per cent incrcease allowed him for overtime work.

The allowance of increased compensation under the act of July 3, 1918 (40 Stat., 814), in the case of per diem employees is computed and paid upon the rate of pay received for the regular working hours and is not affected by an allowancec received for overtime work.—*Comptroller Warwick to the Secretary of the Treasury, July 9, 1919.*

Leaves of Absence, Arsenal Employees

The act of July 9, 1918 (40 Stat., 870), authorizing the Secretary of War to make payment of additional pay for work performed by employees of gun factories and arsenals on days of leave of absencec granted by law, extends only to the employees theretofore considered as employees of gun factories and arsenals, and does not include employees of the field service of the War Department whose leave status on the date of the act was fixed by administrative action of the Secretary of War.—*Comptroller Warwick to the Secretary of War, July 9, 1919.*

Leaves of Absence, Arsenal Employees

Employees of executive departments upon being transferred to duties giving them the satus of arsenal employees do not carry with them leave benefits, including continuity of servicec accrued in the executive department, but are entitled to the benefits and subject to the limitations of the act of August 29, 1916 (39 Stat., 617), from and after their transfer to and assumption of duty as arsenal employees in the same manner as newly appointed arsenal employees.

When an arsenal employee was transferred to and appointed in the Ordnance Department at Washington and subsequently was reemployed in the arsenal, said employee assumes the status of an arsenal employee *de novo* and is entitled under the act of August 29, 1916 (39 Stat., 617), to leave of absence at the rate of two and one-half days per month only upon the completion of a service year of 12 consecutive months.—*Comptroller Warwick to the Secretary of War, July 19, 1919.*

Leaves of Absence, Members of Naval Reserve Force in Temporary Civil Positions

The service year for leave of absence of members of the Naval Reserve Force who have been given temporary civil appointments in the Naval Establishment as provided by the act of July 11, 1919 (Public No. 8), begins with the date of oath of office to said civil positions.—*Assistant Comptroller Forec to the Secretary of the Navy, July 14, 1919.*

Employment Under Lump-Sum Appropriations

Where civilian employees are transferred at an increased compensation to statutory positions and said positions are subsequently and within a year from the date of transfer placed on a lump-sum roll as a result of congressional action, payment of the increased compensation is not within the restriction of the acts relating to incrcease of compensation under lump-sum appropriations.—*Comptroller Warwick to the chairman, Federal Trade Commission, July 14, 1919.*

Sea-Duty Pay, Coast Guard

The act of July 11, 1918 (40 Stat., 733), authorizing the payment of increased pay for sea duty to officers of the Coast Guard while operating with the Navy during the war with Germany is retroactive in its application and authorizes such increase for the entire period of the war both prior and subsequent to the date of the act.—*Comptroller Warwick to Capt. C. H. Jones, Coast Guard, July 14, 1919.*

Compensation of Government Employees—Contributions from Private Sources

The contribution of funds by commercial organizations for the purpose of defraying traveling expenses of employees of the Government engaged in foreign trade investigation, relieving as it does to that extent the appropriation made for the salaries and expenses of such employees and thereby making the entire appropriation available for the payment of larger salaries, has the indirect effect of supplementing from private sources the compensation of Government employees and is therefore within the prohibition of the act of March 3, 1917 (39 Stat., 1106).—*Comptroller Warwick to the Secretary of Commerce, July 16, 1919.*

Use of Surplus War Supplies

As the act of July 11, 1919 (Public No. 5), applies only to sales of surplus war property between the various Government services, where such sales can not be accomplished, it is for Congress to determine what disposition is to be made of this property.

The obtaining of information whether a branch of the Government has one hand articles not required by the cessation of war activities is a detail left by the act of July 11, 1919 (Public No. 5), to arrangement by the several Government services; and as said act is a restraint in making purchases under appropriations, vouchers for purchases outside the Government service where the act of July 11, 1919, applies, should be certified to the effect that upon due inquiry made it was reported and found that the articles could not be purchased from any other branch of the Government.—*Comptroller Warwick to the Secretary of Commerce, July 17, 1919.*

Clerks to Members of House of Representatives

The provision in the act of March 1, 1919 (40 Stat., 1219), appropriating the sum of $3,200 per annum for clerk hire for each Member, Delegate, and Resident Commissioner of the House of Representatives, when read in connection with the joint resolution of July 11, 1919 (Public Res. No. 2), providing that the sum appropriated by the former act may be paid to two persons to be designated by each Member, etc., does not require the designation of two clerks to authorize the expenditure of the sum appropriated, but merely limits the employment to no more than two.

The payment from the lump-sum appropriation for clerk hire for Members of the House of Representatives to a person carried on the rolls in another capacity is additional compensation and prohibited by the provisions of section 1765, Revised Statutes.

The additional compensation at the rate of $240 per annum provided by the act of March 1, 1919 (40 Stat., 1267), is not applicable to an office or position, but to a civil employee of the Government; and therefore one person can receive only one payment at the rate of $240.

The provisions of the act of May 10, 1916 (39 Stat., 120), as amended by the act of August 29, 1916 (39 Stat., 582) prohibiting payment of two or more salaries if the aggregate exceeds the rate of $2,000 per annum, are applicable to clerks to Members of the House of Representatives.

The additional compensation at the rate of $240 per annum authorized by section 7 of the act of March 1, 1919 (40 Stat. 1267), is payable to clerks to Members of the House of Representatives, subject to the limitations and restrictions in said act relative to rates of compensation, the 6[0] per cent limitation, payments from lump sum appropriations, requirement of duty with respect to time, certificate of eligibility etc.

One person may be designated as clerk to two Members of the House of Representatives, provided the aggregate compensation is within the $2,000 limitation imposed by the act of May 10, 1916 (39 Stat., 120), as amended.—*Comptroller Warwick to the Clerk of the House of Representatives July 18, 1919.*

Transfer of Employees Under Consolidation Act of May 20, 1918

Where the duties of employees of the field service of the Ordnance Department United States Army, have been consolidated with those of other bureaus of the War Department under authority of the act of May 20, 1918 (40 Stat., 556), but their compensation is continued from Ordnance appropriations, the continuity of service of such employees is not broken and upon termination of their detail or assignment either by order of the President or oper-

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Those Congressional Roll Calls

A ROLL CALL in Congress consumes the better part of an hour. During that time business is suspended and members twiddle their thumbs. It is a long and tedious process, and sometimes members do not hear their names. Probably one-third of the entire time of Congress is taken up in answering roll calls. For more than twenty years there have been electric voting devices upon the market by which the same transaction could be accomplished in twenty seconds that now consumes an hour. A signal board behind the Speaker's desk, and a button on each member's desk is all that would be required. Congress, however, resolutely sticks to the old method of laboriously calling 450 names. Each member listens while the other 400-odd vote. They might just as well vote simultaneously. The only effective argument that any Congressman ever has presented in behalf of this unconscionable waste of public time is the fact that the number of the employees of the House would be decreased and their patronage curtailed. In a single day Congressman Blanton recently demanded and received eight roll calls for the sole purpose of determining whether there was a quorum present. Everybody knew in advance whether or not there was a quorum. The cost to the people of the United States of Mr. Blanton's curiosity on that particular day was a trifle over $17,000.—*The Public.*

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tion of law, they revert to their former status.

In carrying into effect the consolidation of duties authorized by the act of May 20, 1918 (40 Stat., 556), employees should be definitely transferred to, and paid from the appropriation for, the service to which the duties have been transferred, but if this is not practicable the salaries of such employees should be prorated between the bureaus or agencies consolidated on the basis of the service performed for each.—*Comptroller Warwick to the Secretary of War, July 22, 1919.*

Traveling Expenses Covering Portions of Two Fiscal Years

Where official travel commenced prior to the expiration of a fiscal year was properly chargeable to appropriations for that year, the expense of the return journey performed after the conclusion of such fiscal year is properly chargeable to the appropriation under whichc the commencement of the journey was authorized.—*Comptroller Warwick to F. A. Levering, Jr., Disbursing Officer, Alien Property Custodian, July 29, 1919.*

Clerks to Members of House of Representatives

The death or resignation of a Member of the House of Representatives terminates the employment of clerks appointed by him under the act of March 1, 1919 (40 Stat., 1219), as amended by the joint resolution of July 11, 1919 (Public Res. No. 2).—*Comptroller Warwick to the Clerk of the House of Representatives, July 29, 1919.*

Employees' Representatives Form Organization

EMPLOYEES' representatives on the central committees for reclassification met at union headquarters Friday evening, and after making nominations for employees' members on the "service committees" for reclassification, determined to form an organization among themselves. W. Carson Ryan, Jr., member of the central committee for the Interior Department, was elected chairman, and Mrs. L. Croghan, temporary secretary.

Upon motion of J. W. Guider, Treasury, it was determined to ask each central committeeman to submit names of persons representing the services listed by the Reclassification Commission from the various government departments, wherever the designation so justifies, from which names inter-departmental service committees will be formed, for the purpose of investigating and ascertaining the character of work done in each particular department under that specific head, this information for the benefit of the central committeemen, to enable them to intelligently answer any queries that may be propounded by the Reclassification Committee and to acquaint the central committeemen with the particular work being done in each department under a particular designation.

A superfluous clause in the new German constitution provides that a German shall not accept a title or a decoration from any foreign government.—*Albany Journal.*

The Modern Smart Aleck

When a new idea gets control of an unfurnished mind, it has the time of its life. There is nothing inside to molest it or make it afraid. I have pupils who are bubbling over with modernness. They are effervescing with contemporaneousness. But they are continually repeating the blunders of their great-great-grandfathers. They call old sins by new names, and they pride themselves on their up-to-date primitiveness. They have learned a few things that other people don't know; and they have never found out some things that the race found out long ago. They are pleased to think that they are original. So they are—aboriginal. These artificial aborigines are harder to civilize than the natural aborigines, because they think that civilization is a storage that they have gone through.—*Samuel McChord Crothers, quoting Dame Experience, in the Atlantic Monthly.*

That Abbreviated Thirty Day Leave Again

THEY are real human letters that come to Union headquarters these days. Here's one from a member in a weather office in Michigan that will appeal to many:

"I am only a mere assistant, but life is sweet to me, and the problems of today affect even our little family, wife and baby. One of the greatest disappointments and drawbacks of the service is the lack of *real* vacations. The Civil Service Manual reads in such a way as to give the impression that one will *be given* as his right 30 days leave a year. It came as a blow to find it actually is only 15 days, and one seldom gets even 15 days. I insist that every man is entitled to a month recreation a year—not only for his own peace of mind but for the good which comes of a change and the impulse to do more efficient work. As most of us are a long way from home, it usually takes 2 or more days to reach home and 2 more days to return, and as one rarely gets 15 straight working days, it means a rush to and fro with no benefit. Everyone feels the same way as I do. Of course there is the consideration of whether the office could stand having each man take 30 days leave, but it would be a benefit to all and to the work to be done, and an assistant left in charge would get valuable experience in running the office for a month while his superior was away, which he does not get in a few days.

"There could be a compromise on 21 days or 30 days' every other year. Nor do I see why a man shouldn't accumulate leave as they do in the army. Suppose one wants to go abroad with his family as I do some time in the future, accumulated leave would allow a trip of some kind which everyone dreams of and owed to his family once in a while.

"I cannot see why if a railroad engineer gets $117 a week why we should be forced to barely exist on $31 a week. The woman who cleans our house arrives in her touring car, if you please, and gets more an hour than I do, and yet we have to hold up a certain standard of living as a government employee. There isn't a citizen of the United States who doesn't think it is a crying shame we are so poorly paid, and who doesn't wish us to be able to live decently, yet the where-with-all is not yet. We aren't grasping and only a nominal increase would enable us to hold up our heads and feel satisfied we were living, not existing. We do not want touring cars, but we want to break even plus 10 per cent for the future."

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Temporary Buildings As Permanent Institutions

(*Continued from page* 1)

In this statement the sum of $16,980 is given as the net saving derived by vacating 32,980 square feet of rented space claimed by the Commission in its report. The time and cash cost incurred by the Department of Agiculture in making changes necessitated by the order to move certain of its organizations to the Council of National Defense Building is set forth as follows:

Salary cost (1,749.8 days lost)	$8,235.06
Damage (includes only actual breakage)	835.00
Forced expenditures	5,465.11
Drayage	3,695.38
Total cost	$18,230.55

Commenting on these figures the report says:

"The financial status of the move required by the Buildings Commission, as far as it concerns the Department of Agriculture, may be seen at a glance.

"Rent saving claimed for one year, $16,980.00.

"Direct cost of making the change, $18,230.55.

"The soundness of the transaction is to be judged in the light of several considerations:

"(1) An unassessable setback is given to the work by the interruption and in some cases by the disadvantages under which the work is carried on in the new quarters. Organizations cannot function most efficiently when parts of a line of work are separated by the distances here involved, or when laboratories and other groups are remote from their working administrative heads.

"(2) Should the temporary structures be abandoned at the close of the year, as is reported to be necessary under the present lease of the land under the building, another change at the end of the year will add greatly to the deficit shown by the above account.

"Should the building continue to be occupied as long as it is likely to stand another move similar to that reported on will become necessary probably after about three years of occupancy and with little prospect of a net gain to the Government as a result of the whole transaction.

"(3) It is a question whether the Government is justified in placing in jeopardy the valuable records of scientific and regulatory work. The loss of these records would inevitably embarass the Government in many relations, legal and otherwise. To attempt to safeguard these records by the purchase of fireproof safes with the strengthening of the building required to enable it to support them would require an added expense running far toward, and probably much exceeding, the sum of the annual rent saved by the use of the building.

"(4) In case of fire in which personal injury to employees resulted, the further liability of the Government as employer might easily reach a sum in the face of which rentals would become insignificant. Claims under the Employees' Compensation Act might reach great proportions.

"That others in war time ran these risks is not a convincing reason for riveting war-time conditions on the permanent work of the Government. Men lived in trenches in war time, but that fact is not sufficient to convince people that men should live indefinitely in trenches after peace comes."

The Cars Now Rumble Over Their Graves

The school board at Lancaster, Ohio, in 1828, refused to permit the schoolhouse to be used for the discussion of the question as to whether railroads were practical or not, and the matter was recently called to mind by an old document that reads as follows: "You are welcome to use the schoolhouse to debate all proper questions in, but such things as railroads and telegraphs are impossibilities and rank infidelity. There is nothing in the Word of God about them. If God had designed that His intelligent creatures should travel at the frightful speed of fifteen miles an hour, by steam, He would have clearly foretold it through His holy prophets. It is a device of Satan to lead immortal souls down to hell.

Many other kinds of "boards" are talking about Efficiency in the same way.—The Lewis Bulletins.

Fourteen points, forty-five amendments, and reservations seem to be all we have got of the situation to date.—*New York Morning Telegraph.*

The Man from the Crowd

And where is the man who comes up from the throng
Who does the new deed and who sings the new song,
And who makes the old world as a world that is new?
And who is the man? It is you! It is you!
And our praise is exultant and proud,
We are waiting for you there—for you are the man!
Come up from the jostle as soon as you can;
Come up from the crowd there, for you are the man—
The man who comes up from the crowd.

Sam Walter Foss.

Minimum Wage in the District of Columbia

(*Continued from page* 1)

a change in the recent finding of the Minimum Wage Board, whereby the minimum rate for minors is made the same as for adults.

The following resolution, which has also been approved by the Central Labor Union, was endorsed by the committee:

Whereas, The Central Labor Union of Washington urged the passage by Congress of the Minimum Wage Law now in effect for women and minors in private employ in the District of Columbia and is vitally interested in the successful operation of that law; and

Whereas, The organized merchants of the District of Columbia have protested the recent finding of the Minimum Wage Board which fixed the minimum pay for minors employed by the mechantile industry at the same rates as the minimum for adult women; be it hereby

Resolved, That it is the sense of this body that the finding of the Minimum Wage Board is correct and just and should stand for the following reasons:

1. If the Minimum Wage Board after fixing the minimum rate for women of 18 years and over at $16.50 per week, were to permit the employment of minors at less than this rate, employers could evade the law by employing minors in preference to adult women, thereby throwing women out of work and defeating the purpose of the Minimum Wage Law for women.

2. For the Board to fix a lower minimum wage for minors than for adults would also tend to defeat the purpose of the child labor law, which requires that no boy or girl under 16 years shall work in the District of Columbia without a special permit. The purpose of all child labor legislation is to prevent the employment of children and keep them in school. For the carrying out of this purpose employers, employees and the general public are alike responsible in the interests of the coming generation.

3. The stores of Washington are now paying to minor girls in many instances as much or more than they pay to women of 18 or over engaged in the same class of work, thus admitting that youth does not necessarily make the employee less valuable. The Minimum Wage Board has conceded a five months' longer training period for minors than for women of 18 years or more, and this is the utmost that in our judgment, should be conceded.

4. The purpose of all minimum wage legislation is to guarantee to the lowest paid workers a decent living, on the now well recognized theory that every industry should bear its own costs and not draw a part of such costs out of the lives and health of the workers. If the protest of the organized merchants should be heeded, the Minimum Wage Board would be permitting those merchants to shift a part of the costs of their business to the families of the children they employ, and thus take further profits for themselves out of the labor, lives and health of those children. The Minimum Wage Board should stand as the guardian of the children against such exploitation.

Resolved, therefore, That we urge the Minimum Wage Board to stand by its decision as to the minimum rates of pay for minors in the mercantile industry, as a matter of fundamental justice and vital public policy.

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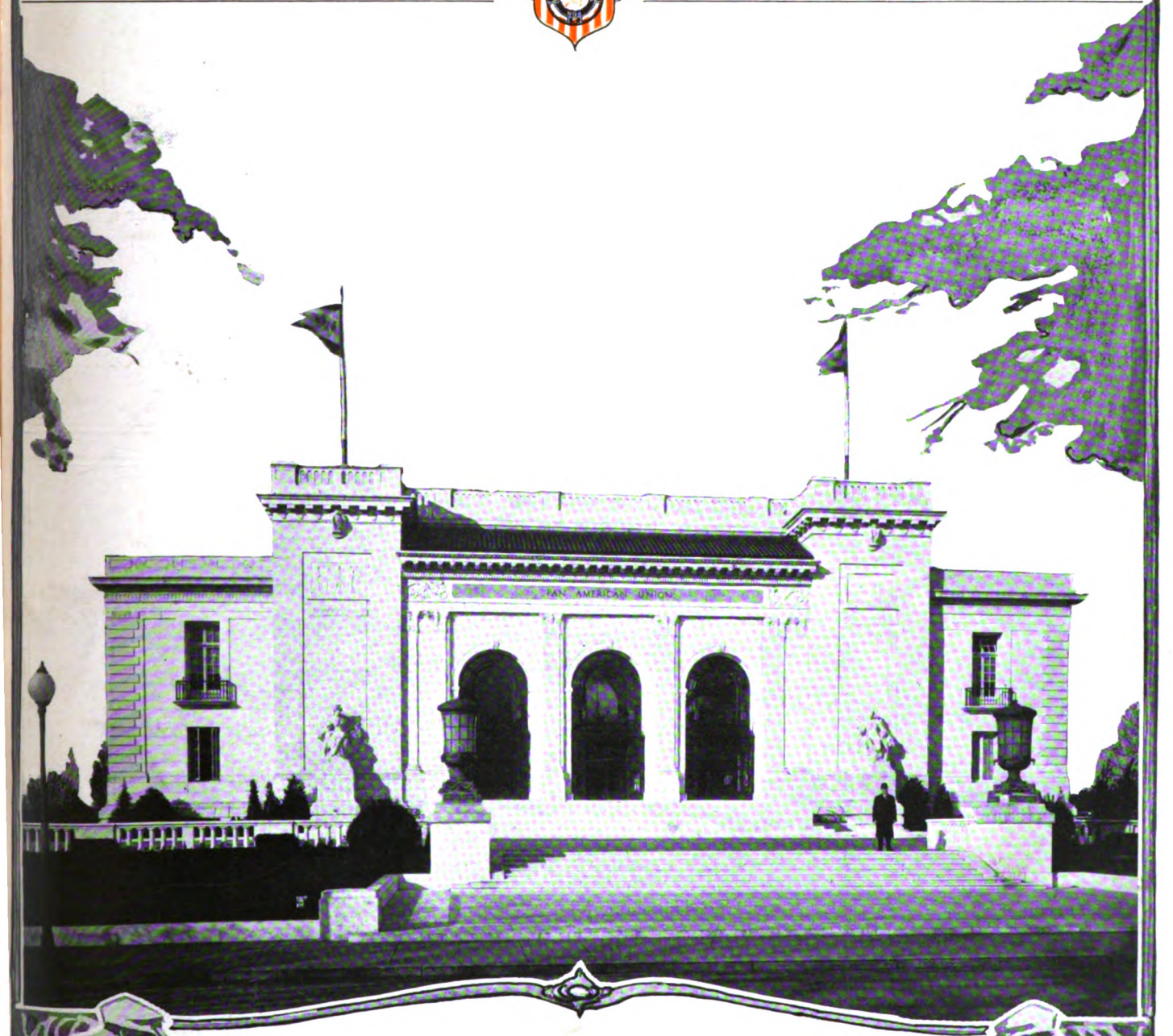
OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES



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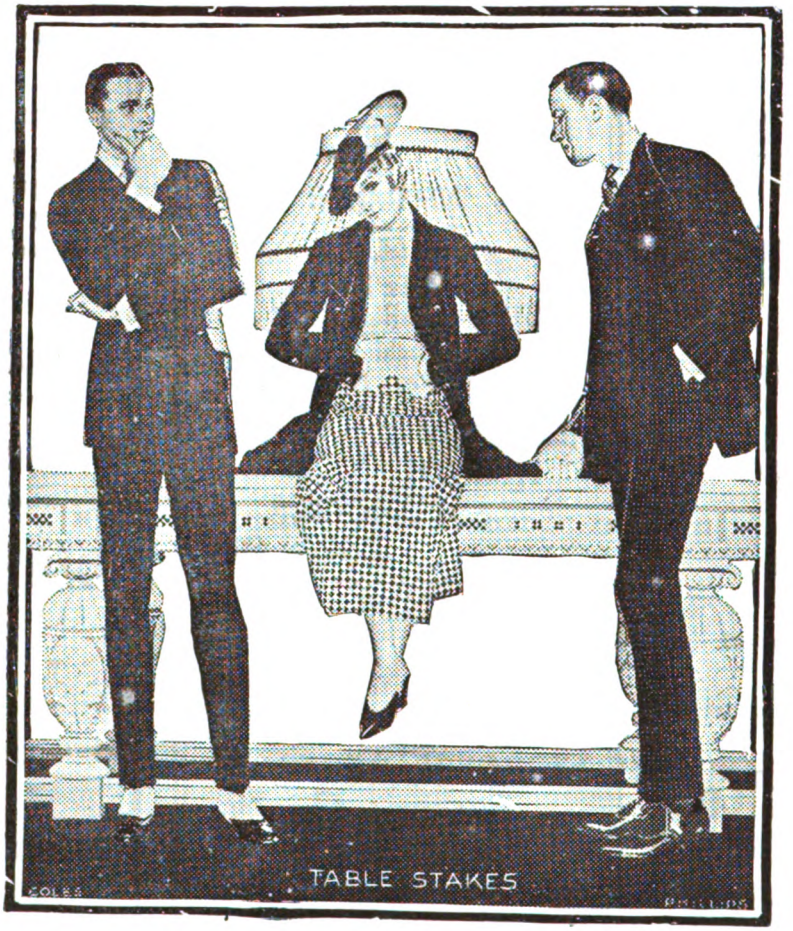

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THE

FEDERAL EMPLOYEE

Vol. IV OCTOBER 11, 1919 No. 18

Our Third Convention

For the first time the supreme body of the National Federation of Federal Employees met on the Pacific Coast, where it received a royal welcome. The chief doings of the convention are here briefly told. Adjournment found our ranks united, with the determination to stand solidly together for the good of the entire organization.

NOTE.—The number of THE FEDERAL EMPLOYEE of November 8 will contain a more detailed report of the proceedings of the Convention than it is possible to present here. It is the aim of the summary which follows to indicate the action taken by the Convention on the principal matters before it, especially those affecting our membership and the civil service as a whole, and to give in full a number of the more important resolutions acted on by the delegates.—EDITOR.

THE THIRD Annual Convention of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES was held in San Francisco, Cal., beginning Monday morning, September 8, and adjourning Friday night, September 12. As no session was held on the 9th, in recognition of that day being Admission Day, the anniversary of the entrance of California into our great family of States, the deliberations of the Convention occupied four days.

The delegates assembled in one of the halls provided for convention purposes in the splendid Auditorium Building. This, with the stately City Hall and Public Library nearby, constitute a civic center of which any city might well be proud.

Our membership was represented by 76 delegates, having a total of 116 votes present, in behalf of 53 locals from all parts of the United States, including the Panama Canal Zone.

The roll of delegates, as approved by the Committee on Credentials and accepted by the Convention, was as follows:

SAN FRANCISCO, CAL. (No. 1): D. K. Watkins, Labor; R. E. Peabody, Labor; Alfred Berryessa, Treasury; C. F. Hutchinson, Treasury; J. H. Scully, Labor.

WASHINGTON, D. C. (No. 2): Mrs. Luella G. Poindexter, Treasury; W. Carson Ryan, Jr., Interior; S. E. Blassingham, Postoffice; Ulrey J. Biller, Interior; Van A. Zahn, Treasury.

NEW YORK, N. Y. (No. 4): John Fitzgerald, Treasury; Theodore H. Saal, Treasury; Elizabeth Aldrich, Navy; John J. Viele, Treasury; Thomas F. Ryan, Treasury.

BALBOA HEIGHTS, C. Z. (No. 6): H. J. Wempe, Panama Canal.

PORTLAND, OREGON (No. 7): J. C. Grady, Treasury.

SEATTLE, WASH. (No. 8): A. H. Moses, War; H. A. Monroe, Labor.

TACOMA, WASH. (No. 9): C. R. Fleming, Labor.

SPOKANE, WASH. (No. 11): H. A. Monroe (proxy), Labor.

HELENA, MONT. (No. 12): Oliver B. Tomlin, Interior.

ROCK ISLAND, ILL. (No. 15): E. J. Dorgan, War; J. B. Corken, War.

OMAHA, NEB. (No. 20): Thomas B. Rea, Agriculture; John F. Murphy, War.

BALTIMORE, MD. (No. 21): Wm. L. Rebbel, Commerce; Chas. L. Wiegand, Commerce.

NEW ORLEANS, LA. (No. 22): W. T. Pullen, 4th Dist. Mississippi River Commission; Thos. S. Shaw, Naval Station; Augustus B. Harris, Treasury; John P. Mayo, Mississippi-Warrior Water Way Commission.

PHILADELPHIA, PA. (No. 23): Emily Leonhardt, War; S. Tyson Kinsell, Treasury; John D. Cloud, Treasury.

ST. LOUIS, MO. (No. 24): John J. Heil, War.

BOSTON, MASS. (No. 25): Wm. J. Sleep, Treasury; Wm. H. Nitz, Labor.

CHICAGO, ILL. (No. 27): Charles F. Nagl, Treasury; Howard D. Ebey, Labor.

SAN ANTONIO, TEX. (No. 28): Wm. Bailey, War.

KANSAS CITY, MO. (No. 29): Mrs. W. E. Cramer, Labor.

GALVESTON, TEX. (No. 33): Wm. L. Vale, Treasury.

BLAINE, WASH. (No. 34): William M. Shearer, Labor.

BROWNSVILLE, TEX. (No. 35): M. B. Couch, Labor.

LAREDO, TEX. (No. 36): A. O. Dannelley, Labor.

EL PASO, TEX. (No. 39): Clifford A. Perkins, Labor; Wm. T. Griffith, Labor; Robert L. Blades, War.

ALBUQUERQUE, N. MEX. (No. 40): H. F. Robinson, Interior; Frank C. W. Pooler, Agriculture.

OKLAHOMA CITY, OKLA. (No. 42): J. S. Grove, Agriculture.

CHILOCCO, OKLA. (No. 46): Florence Etheridge, Interior.

MUSKOGEE, OKLA. (No. 47): Wm. F. Newbold, Jr., Interior.

PAWHUSKA, OKLA. (No. 48): Dick Gentry, Interior.

LEAVENWORTH, KANS. (No. 49): M. J. Hines, War.

HINGHAM, MASS. (No. 51): Francis McCormick, Navy.

LOS ANGELES, CAL. (No. 62): Thomas Vacher, Treasury.

SAN DIEGO, CAL. (No. 63): J. N. F. Bischoff, Navy.

PITTSBURGH, PA. (No. 66): W. W. Sibray, Labor.

JERSEY CITY, N. J. (No. 67) Cornelius B. Allen, Agriculture.

WASHINGTON, D. C. (No. 71): Richard Taylor, Treasury.

WOODS HOLE, MASS. (No. 74): Wm. H. Nitz (proxy), Labor.

VALLEJO, CAL. (No. 76): Forbes H. Brown, Navy; George W. Lyman, Navy; L. B. Leavitt, Navy.

TUCSON, ARIZ. (No. 81): Edmund Fisher, Labor.

NOGALES, ARIZ. (No. 85): H. E. Berner.

WASHINGTON, D. C. (No. 89): Ethel M. Smith, District of Columbia.

BREMERTON, WASH. (No. 93): F. G. Davie, Navy.

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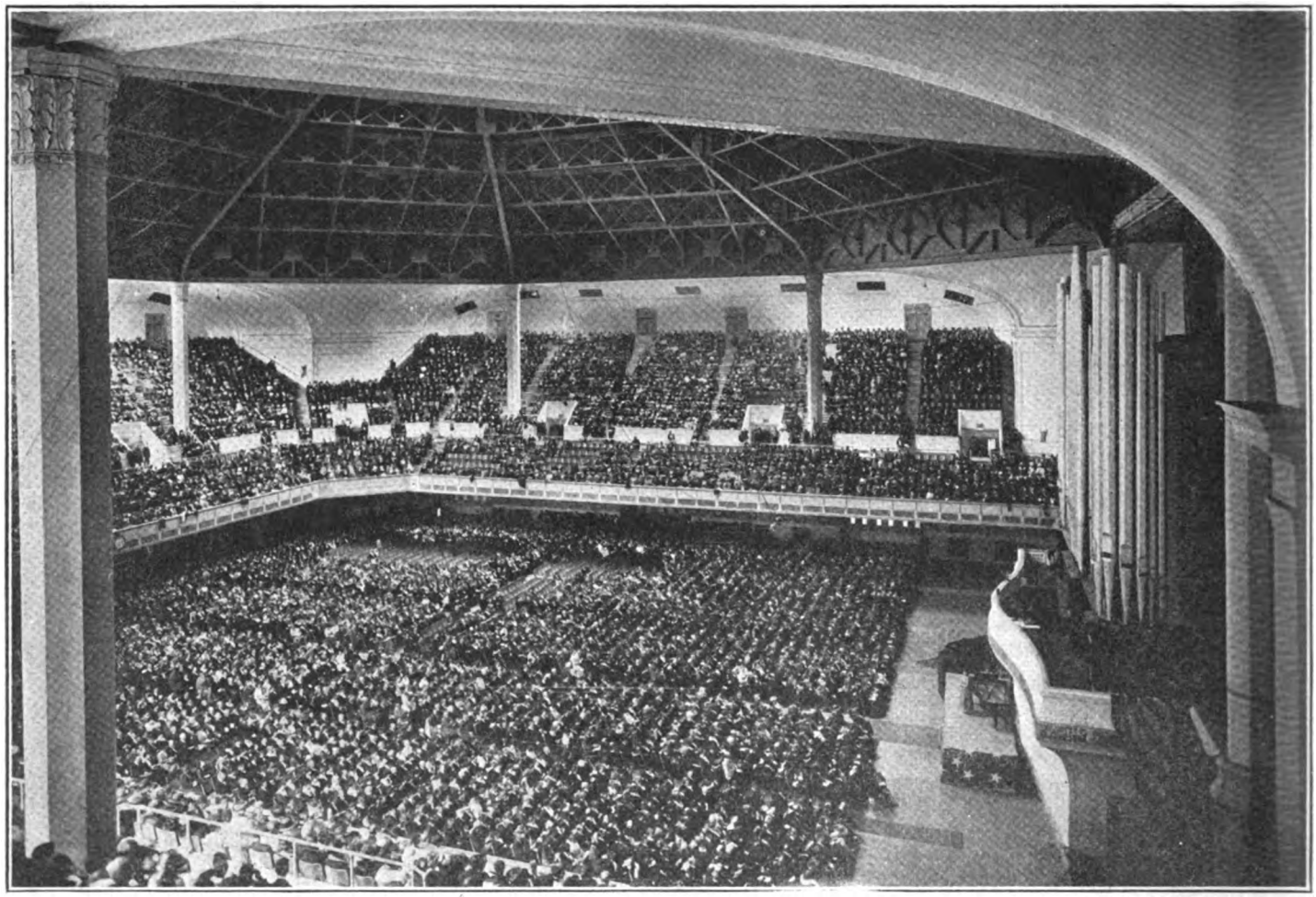

NO, THIS IS *NOT* THE N. F. F. E. CONVENTION.

This picture shows another gathering in one of the twenty-five halls provided for public meetings in the great Auditorium Building, in which our Third Annual Convention was held. The delegates to our Convention are shown on page 586.

ST. LOUIS, MO. (No. 98): John J. Heil (proxy), War.
DOVER, N. J. (No. 99): Cornelius B. Allen (proxy), Agriculture.
DENVER, COLO. (No. 102): C. W. Goodall.
WASHINGTON, D. C. (No. 105): Nora B. James, Treasury; Belle A. Trouland, Treasury; Gertrude M. McNally, Lillian D. Gray, Treasury; Mary Birckhead, Treasury.
WYANDOTTE, OKLA. (No. 116): Dick Gentry (proxy), Interior.
FORT RILEY, KANS. (No. 118): M. J. Hines (proxy), War.
CHARLESTON, W. VA. (No. 120): J. W. Londeree, Navy.
CROWN POINT, N. MEX. (No. 129): H. F. Robinson (proxy), Interior.
CHELSEA, MASS. (No. 130): Francis McCormick (proxy), Navy.
WATERTOWN, MASS. (No. 132): M. J. Leonard, Labor.
PAWNEE, OKLA. (No. 133): Dick Gentry (proxy), Interior.

The President announced the appointment of committees as follows:

Committee on Credentials: ELIZABETH ALDRICH (*Chairman*), New York, No. 4; J. H. SCULLY, San Francisco, No. 1; JOHN B. CORKEN, Rock Island, No. 15.

Committee on Order of Business: WILLIAM BAILEY (*Chairman*), San Antonio, No. 28; LUELLA G. POINDEXTER, Washington, No. 2; WILLIAM L. REBBEL, Baltimore, No. 21.

Committee on Press and Publicity: CHARLES F. HUTCHINSON (*Chairman*), San Francisco, No. 1; J. N. F. BISCHOFF, San Diego, No. 63; EMILY LEONHARDT, Philadelphia, No. 23.

Committee on Organization and Adjustment: M. J. HINES (*Chairman*), Leavenworth, No. 49; ROY E. PEABODY, San Francisco, No. 1; JOHN D. CLOUD, Philadelphia, No. 23; GERTRUDE M. MCNALLY, Washington, No. 105; VAN A. ZAHN, Washington, No. 2; FRANCIS MCCORMICK, Hingham, No. 51; RICHARD TAYLOR, Washington, No. 71.

Committee on Education: W. CARSON RYAN, JR. (*Chairman*), Washington, No. 2; S. E. BLASSINGHAM, Washington, No. 2; JOHN P. MAYO, New Orleans, No. 22; H. J. WEMPE, Balboa Heights, No. 6; C. ROY FLEMING, Tacoma, No. 9.

The Convention having decided that the members of the committees named below should be elected on nomination from the floor, this course was pursued with the following results:

Committee on Legislation: JOHN FITZGERALD (*Chairman*), New York, No. 4; JOHN B. CORKEN, Rock Island, No. 15; AUGUSTUS B. HARRIS, New Orleans, No. 22; H. A. MONROE, Spokane, No. 11; S. TYSON KINSELL, Philadelphia, No. 23; ETHEL M. SMITH, Washington, No. 89; THOMAS B. REA, Omaha, No. 20.

Committee on Constitution: HOWARD D. EBEY (*Chairman*), Chicago, No. 27; THEODORE H. SAAL, New York, No. 4; J. C. GRADY, Portland, Ore., No. 7; D. K. WATKINS, San Francisco, No. 1; MARTIN J. LEONARD, Watertown, No. 132; NORA B. JAMES, Washington, No. 105; WILLIAM T. GRIFFITH, El Paso, No. 39.

Committee on Resolutions: JOHN J. VIELE (*Chairman*), New York, No. 4; THOMAS S. SHAW, New Orleans, No. 22; JOHN J. HEIL, St. Louis, No. 98; W. T. PULLEN, New Orleans, No. 22; CLIFFORD A. PERKINS, El Paso, No. 39; WILLIAM H. NITZ, Boston, No. 25; CORNELIUS B. ALLEN, Jersey City, No. 67.

PROMPT ACTION BY SENATE ON NOLAN BILL ASKED

One of the early acts of the Convention was to order by a unanimous vote, on motion of Delegate BERRYESSA, the dispatch of the following telegram to the United States Senate:

Inasmuch as investigations conducted by the Congressional Reclassification Commission show that more than 24,000 government employees in the city of Washington receive less than three dollars a day, and inasmuch as there are thousands of other

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government employees throughout the United States receiving less than the above-mentioned wage, the NATIONAL FEDERATION OF FEDERAL EMPLOYEES in Third Annual Convention assembled urges that the Senate bring the Nolan Minimum Wage Bill to a vote at the earliest opportunity.

GENERAL SALARY INCREASE TO BE URGED ON CONGRESS

There were referred to the Committee on Legislation twelve resolutions dealing with the matter of general wage and salary increases. After

JOHN J. VIELE
Chairman of Committee on Resolutions.

due consideration of these from various angles the committee made recommendation that the resolution given below should be adopted, and this action was taken without opposition:

WHEREAS, The salaries of government employees have not increased in proportion to the increased cost of living during the war, or to the increase in wages in private industry, and have, in fact, not been readjusted in half a century; and,

WHEREAS, The increase in living costs is therefore felt more acutely by government workers than by most other groups, and the salary increase of $240 allowed by the last Congress has not proved adequate to meet the necessities of our people; therefore, be it

RESOLVED, That we hereby instruct the executive officers of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES to introduce in the next session of this Congress and push for passage at the earliest possible moment a measure providing general wage increases for government employees in amounts of $480 for employees receiving base pay up to and including $2,500; $360 for the grades between $2,500 and $3,500 per year; and $240 for the grades between $3,500 and $4,500 per year.

RETIREMENT LEGISLATION

The Convention emphatically reaffirmed the stand taken by the Chicago Convention on proposed retirement legislation, endorsing almost unanimously the Lehlbach-Sterling bill now before Congress. Opposition to this measure on the part of the Albuquerque Local (No. 40) and one or two other locals was answered by the statement from a number of the officers and delegates that any failure to work together for what had been agreed on after years of deliberation on the part of virtually all organizations of federal employees would have the effect of deferring once again action on this urgently necessary legislation.

The resolution (No. 115) bearing on this subject, as reported by the Committee on Legislation and adopted by the Convention, reads as follows:

WHEREAS, The Sterling-Lehlbach bill providing for the retirement of government employees, is now in a favorable position before Congress with every likelihood of prompt passage; and

WHEREAS, Organizations of civil service employees, including the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, have agreed that the bill in its present form appears to provide substantially all that can be obtained at this time, in view of the needs of the Government and the employees; be it

RESOLVED, That we renew our endorsement of this vital legislation and urge officers and members of the Federation to use every effort possible to have this bill enacted into law with the least possible delay.

OVERTIME PAY IN THE GOVERNMENT SERVICE

Introduced by Delegates Cloud, Kinsell and Leonhardt, Philadelphia, No. 23.

WHEREAS, The principle of extra pay for overtime has become generally recognized as just; and

WHEREAS, Certain branches of the government service do now grant extra pay to employees who are compelled by emergency to work overtime; therefore, be it

RESOLVED, That the Executive Council is hereby instructed to have introduced into Congress bills providing that all employees in the service of the Government who may be compelled to work overtime shall be paid the following rate: Not less than time and a half for overtime; not less than double time for Sundays and holidays.

Adopted on recommendation of Committee on Legislation as embodying the substance of several resolutions on the same subject.

NO. 32. SATURDAY HALF-HOLIDAY THROUGHOUT THE YEAR

Introduced by Delegates Berryessa and Hutchinson, San Francisco, No. 1.

WHEREAS, In certain departments of the United States Government the employees are allowed a half-holiday each Saturday during the entire year, while in other departments the Saturday half-holiday is granted only three months in the year; therefore, be it

RESOLVED, That the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, assembled at San Francisco, Cal., hereby instructs the Executive Council to prepare legislation whereby all employees of the United States Government shall be allowed the Saturday half-holiday throughout the entire year.

Adopted on recommendation of Committee on Legislation.

NOS. 11 AND 5 (SUBSTITUTES FOR). UNIFORM ANNUAL AND SICK LEAVE

WHEREAS, The allowance of thirty days for annual leave and thirty days for sick leave for government workers is in our judgment reasonable and proper in the interests of efficiency of the service and well-being of the workers themselves; and

WHEREAS, Some departments allow less than thirty days of annual and sick leave; therefore, be it

RESOLVED, That the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, through its executive officers, endeavor to secure uniform regulations, allowing not less than thirty days' annual and thirty days' sick leave, in every department of the Government.

Adopted on recommendation of Committee on Legislation.

NO. 98. MAXIMUM SALARY FOR LABORERS IN FEDERAL SERVICE

The following resolution embodies also the substance of Resolution No. 38:

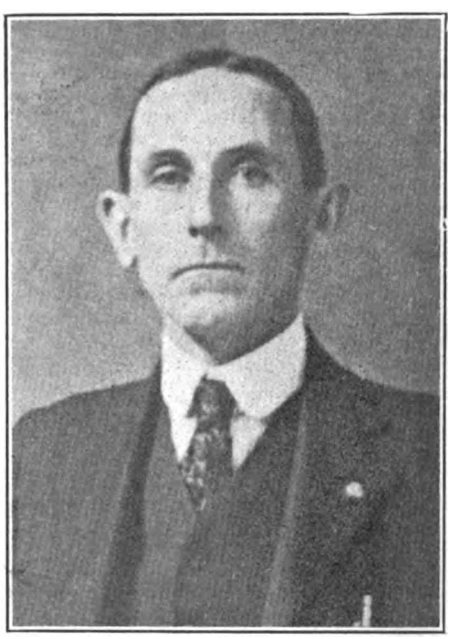
WHEREAS, There was enacted by Congress, in the year 1909, a statute, the effect and purpose of which are to limit the salary of laborers in the federal service to a maximum of $840 per annum, and such statute is still in full force and effect; and

WHEREAS, The sum named, $840 per annum, was insufficient for the proper maintenance of the American standard of living, even at the date of the passage of said statute; and

WHEREAS, The cost of living has constantly increased thereafter, until now it is impossible for a family to secure even the bare necessities of life on so meager an income; and

WHEREAS, It is impossible for any employee now classed as a laborer to receive any higher salary than said $840 per annum, as long as the said statute remains on the statute books; therefore be it

RESOLVED, That the said statute should be repealed and nullified without delay, and that it is the sense of this meeting that the



M. J. HINES
Chairman of Committee on Organization and Adjustment.

National Office of the N. F. F. E. should give this matter its earnest consideration and immediate attention, and should press this proposed repeal, by any and all lawful means, to the end that this oppressive and outrageous limitation be forever removed.

Adopted on recommendation of Committee on Legislation.

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NO. 81. DISCRIMINATION AGAINST WOMEN IN EXECUTIVE POSITIONS

Introduced by Delegates Etheridge, Chilocco, No. 46; James, Washington, No. 105; Leonhardt, Philadelphia, No. 23, and others.

WHEREAS, The Federal Reserve Board, the War Risk Insurance, the Bureau of Engraving and Printing, and other Federal departments are consistently denying to

MRS. ELIZABETH ALDRICH
Chairman of Committee on Credentials.

women appointment to executive positions, and

WHEREAS, The Reclassification Commission has no woman in such official position as to permit of her assisting in shaping the policies of the Commission, and has at no time had one, be it

RESOLVED, in accordance with the announced policy of this Federation, that we demand that all discriminatory policies against women in high as well as low official position be abandoned, and that the theory of equal opportunity between the sexes be consistently followed throughout the federal service.

Adopted on recommendation of Committee on Resolutions.

NO. 27 (SUBSTITUTE FOR). CREATION OF PERSONNEL BOARD

WHEREAS, It is the tendency of modern business to organize and centralize its forces in the interests of greater economy and efficiency; and

WHEREAS, The present Civil Service Commission has neither the power nor authority for adequate or satisfactory handling of the personnel problems of the government departments; therefore be it

RESOLVED, That the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, in Convention assembled, hereby instructs the Executive Council to seek legislation providing for a central agency to handle personnel matters for all departments of the Government comparable to the employment management department of an industrial establishment, including appointments, promotions, demotions, dismissals, general conditions of employment, a training school for executives and a comprehensive promotion system, the said department to be composed of or controlled by a governing body composed of representatives of the Administration, the employees and the general public.

Adopted on recommendation of Committee on Legislation.

NO. 119. PROTEST AGAINST SUBSTITUTION OF ENLISTED MEN FOR CIVILIANS

Introduced by Delegate Hines, Leavenworth, No. 49.

RESOLVED, That the Executive Council of THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES be instructed to use every effort to the end that the law be repealed which allows enlisted men in active service in the U. S. Army to fill vacancies made by civilian employees leaving the service.

Reported favorably by Committee on Legislation and adopted.

NO. 145. UNIONIZING OF SCIENTIFIC EMPLOYEES

Introduced by Delegate Ryan, Washington, No. 2.

WHEREAS, A Scientific and Technical Section has been organized in Washington, D. C., No. 2, to deal with the special problems of the scientific and technical employees of the Government in Washington; and

WHEREAS, Inquiries have been received from members of other locals, and from many men in the field service who are not members of the union, regarding the possibility of joining the section or of organizing similar sections in other locals; therefore, be it

RESOLVED, That this Convention recommends the organization of similar scientific sections within other locals wherever there is a sufficient number of scientific and technical employees who are either actual or prospective members of the union.

Adopted on recommendation of Committee on Resolutions.

NO. 86. UNITED STATES URGED TO FURNISH EMPLOYEES' BONDS

Introduced by Delegate Theodore H. Saal, New York, No. 4.

WHEREAS, Thousands of the officials and employees of the Federal Government, as well as great numbers of the officers and men of the military and naval forces of our country, are required to furnish to the United States an official bond, conditioned on the faithful performance of their respective duties as such official, employee, officer, and man; and

WHEREAS, The amount of the annual premium charged by the surety companies for negotiating such bond must be borne by the official, employee, etc., whose faithful discharge of duty it guarantees; and

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WHEREAS, In spite of the fact of the losses borne by the said surety companies by reason of their obligation upon such bonds is so small as to be negligible, yet the amount of said annual premium has risen with monotonous regularity and with such severe increases that the burden of payment has become onerous in the extreme; and

WHEREAS, The Federal Government, in its bureau for the insuring of maritime cargoes and the members of our army and navy, has provided itself with all the ma-

A BIT OF CHINATOWN

chinery necessary to the taking over and carrying on of the operation of bonding the said officials, etc., and could do so at a very small fraction of the cost of the bonds at present; and

WHEREAS, The convenience, security, economy and efficiency of self-bonding is a recognized principle in the business world, and is the practice followed by most of the large industrial enterprises in this country, and by numbers of the state and municipal governments, and could be adopted to even greater advantage by the Federal Government, all to the promotion of greater efficiency in the service and the elimination of needless waste and private profit; now therefore, be it

RESOLVED, That the Federal Government should undertake to bond through its own bureaus all these officials, employees and naval or military officers and men of whom it requires the submission of a fidelity bond; and that the premium on such bonds should be sufficient only to cover the actual cost of assuming the risks, and operating the bureaus, and be it further

RESOLVED, That the NATIONAL FEDERATION OF FEDERAL EMPLOYEES shall be asked to advocate the adoption of the measures herein set forth, with full vigor, and shall be urged to employ all lawful means to secure appropriate legislation to this end.

NO. 44. EMPLOYEES' COMPENSATION ACT IN DISTRICT OF COLUMBIA

Introduced by Delegate Smith, Washington, No. 89.

WHEREAS, The original U. S. Employees' Compensation Act was construed by the Comptroller of the Treasury as not applicable to employees of the District of Columbia, because of inexplicit wording of the act; and

WHEREAS, By act of the last Congress in amendment to the legislative appropriation bill, the provisions of the U. S. Employees' Compensation Act were made applicable to the employees of the District of Columbia, beginning with the current fiscal year; and

WHEREAS, In the previous five years during which the act was in force for all the departments of the Government a number of employees of the District of Columbia were injured who under existing law would

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have received compensation for their injuries; therefore, be it

RESOLVED, That the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, in Convention assembled, hereby instructs its executive officers, if practicable, to take steps to have the provisions of the Compensation Act made retroactive for District of Columbia employees to the date when the original law became effective for other government employees.

Reported favorably by Committee on Legislation and adopted.

CHANGES IN THE CONSTITUTION OF THE N. F. F. E.

Pursuant to a vote taken on the first day of the Convention, whereby amendments to the constitution were declared to be in order regardless of the fact whether they had been submitted to the locals thirty days in advance, or not, a number of changes in that instrument were proposed, and a few were adopted. The more important amendments which received the approval of the Convention were the following:

Number of Vice-presidents.—Two additional vice-presidents were provided for, making nine instead of seven, and the number of vice-presidents who may be resident in any one city was changed from three to two. To accord with this change the quorum of the Executive Council was made six instead of five.

Requirements for Referendum.—The provision whereby ten locals could institute a referendum vote was altered to require 25 per cent of the total number of locals.

Powers of Executive Council.—The Executive Council as the "governing body" of the Federation was made "subject to the Convention," and the fixing of the salaries and of the per diem allowance of the elective officers of the Federation was vested in the Convention. The power of the Executive Council to recall the election of any officers was cancelled.

Representation of locals in conventions.—The following provision was adopted:

Unions having a membership of 100 or less shall have one delegate; 101 to 250, two delegates; 251 to 500, three delegates; 501 to 1,000, four delegates; 1,001 to 2,500, five delegates; 2,501 to 5,000, six delegates; 5,001 to 10,000, seven delegates; 10,001 to 25,000, eight delegates; 25,001 to 50,000, nine delegates; over 50,000, ten delegates.

Financial arrangements.—It was made the duty of the Executive Council, acting in conjunction with the Secretary-Treasurer, to present annually estimates of expenses for the coming year. Further, the Secretary-Treasurer shall furnish monthly to the Executive Council and to each local an itemized statement of receipts and disbursements of the Federation.

Sinking fund.—It was provided "that ten (10) per cent of amount of per capita tax be placed in a sinking fund."

Meeting-places of locals.—It was provided "that local unions should hold meetings within the city within which their charter has been granted."

NO. 50. THANKS OF CONVENTION TENDERED NATIONAL OFFICERS

Introduced by Delegate Couch, Brownsville, No. 35.

WHEREAS, The past year was a most strenuous one from the standpoint of the national officers of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES in forcing through Congress much legislation that was sorely needed to better the living and working conditions of thousands upon thousands of federal employees; and

WHEREAS, These officers have proven faithful to the trust imposed upon them by the national organization in every instance and were ever alert and watchful that nothing detrimental to the best interests of federal employees should slip by them and become a law of the land; and

WHEREAS, This service to the federal employees in government service involving long, weary hours of devoted care and thought and hard labor devoted to the problems confronting federal employees everywhere, was rendered to the national organization at a cost of great self-sacrifice and expenditure of time and money upon the part of our national officers in surmounting such obstacles to ultimate peace and contentment of our members; therefore, be it

RESOLVED, That this Third Annual Convention of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES owes a debt of deepest gratitude to our national officers and in order that some measure of appreciation be shown them for their faithful, honest services in our behalf and to express our fullest confidence in their continued ability to look after our best interests in the future, it is here ordered that a unanimous vote of thanks, a rising vote of confidence and appreciation, be taken.

With regard to the foregoing resolution, Chairman Viele of the Committee on Resolutions reported as follows: "This resolution is referred to the Convention for its favorable and unanimous action, and I ask a rising vote of approval without referring to the Chair in this matter."

The resolution was unanimously adopted by a rising vote.

NO. 161. RELIEF OF CLASSIFIED CLERICAL EMPLOYEES OF NAVY YARDS

WHEREAS, The classified clerical employees of the navy yards and stations have for the past four years been working under conditions which have been demoralizing, and

WHEREAS, The Assistant Secretary of the Navy, Franklin D. Roosevelt, has from time to time issued circular letters, orders and other papers relative to increasing the pay of these clerical employees, and

WHEREAS, On December 23, 1918, Mr. Roosevelt promised these employees to appoint a wage board for the purpose of adjusting the unfair conditions among these employees, and

WHEREAS, It was not until April 16, 1919, four months after his promise, that Mr. Roosevelt issued the order authorizing the Wage Boards at the various navy yards and stations, and

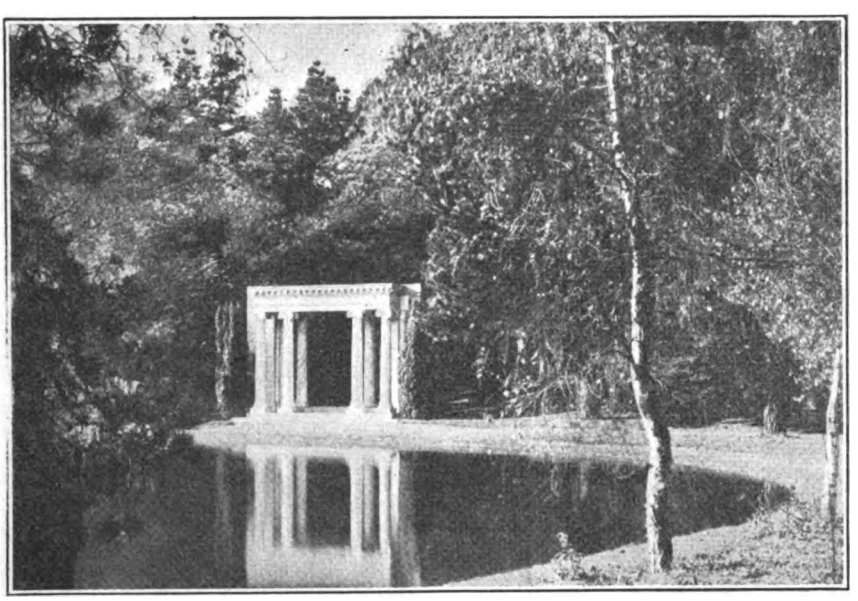
WHEREAS, Most of these boards have completed their work and in so doing have placed in the hands of the Navy Department data which will enable it to make a satisfactory adjustment for these employees, and

WHEREAS, Mr. Roosevelt has by his attitude expressed in his circular letter of August 23, 1919 (copy attached), set aside all hope and expectation of these employees for a fair consideration of their deplorable condition until July, 1920;

RESOLVED, That this third annual convention of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES in session assembled direct the Secretary-Treasurer to send a telegram to the National Office directing that office to immediately wire every local union of this national asking them to immediately get in touch by wire with their Washington delegates with the end in view of having the circular letter of August 23, 1919, rescinded, and the findings of the Wage Board put into effect; also that this convention appeal to Secretary Daniels by wire direct to concur in the above action.

Unanimously adopted on recommendation of Committee on Legislation.

(*Continued on page 600*)



PORTALS OF THE PAST, GOLDEN GATE PARK

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OFFICERS AND DELEGATES, THIRD ANNUAL CONVENTION OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

(Names of those other than officers, delegates, and alternates are marked (*).

1. J. W. Londeree; 2. Mrs. Luella G. Poindexter; 3. Lillian D. Gray; 4. H. E. Berner; 5. Dick Gentry; 6. William F. Newbold, Jr.; 7. Clifford A. Perkins; 8. William Bailey; 9. Robert L. Blades; 10. A. O. Dannelley; 11. Matthew B. Couch; 12. William L. Vale; 13. William T. Griffith; 14. Charles L. Wiegand; 15. Florence Etheridge; 16. William E. Junker; 17. Gertrude M. McNally; 18. E. J. Newmyer; 19. *Mrs. Lena Ten Eyck (alternate, Vallejo, Cal., No. 76); 20. S. Tyson Kinsell; 21. Luther C. Steward; 22. Charles F. Nagl; 23. Thomas Vacher; 24. Augustus B. Harris; 25. *C. W. Goodall; 26. M. J. Hines; 27. William J. Sleep; 28. Mrs. W. E. Cramer; 29. J. N. F. Bischoff; 30. J. C. Grady; 31. Mrs. Elizabeth Aldrich; 32. John Fitzgerald; 33. *John A. O'Connell, Secretary, San Francisco Labor Council; 34. *Daniel S. Looney; 35. Miss Belle A. Trouland; 36. Mrs. Mary Birckhead; 37. John P. Mayo; 38. *W. T. Pullen; 39. Thos. S. Shaw; 40. *Frank C. W. Pooler; 41. H. F. Robinson; 42. Ethel M. Smith; 43. John B. Corken; 44. E. J. Dorgan; 45. John J. Viele; 46. John J. Heil; 47. L. B. Leavitt; 48. W. Carson Ryan, Jr.; 49. Forbes H. Brown; 50. Richard Taylor; 51. Roy E. Peabody; 52. C. R. Fleming; 53. F. G. Davie; 54. H. A. Monroe; 55. William M. Shearer; 56. Cornelius B. Allen; 57. W. W. Sibray; 58. Oliver B. Tomlin; 59. A. H. Moses; 60. William L. Rebbel; 61. C. F. Hutchinson; 62. Emily Leonhardt; 63. John D. Cloud; 64. Miss Nora B. James; 65. Thos. F. Ryan; 66. William H. Nitz; 67. Ulrey J. Biller; 68. D. K. Watkins; 69. J. H. Scully; 70. S. E. Blassingham; 71. Edmund Fisher; 72. Howard D. Ebey; 73. Van A. Zahn; 74. Geo. W. Lyman; 75. Joseph G. Gurley; 76. Francis McCormick; 77. Martin J. Leonard; 78. John F. Murphy; 79. Thomas B. Rea; 80. *E. M. McClelland; 81. Theodore H. Saal; 82. Alfred Berryessa.

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Election of Officers

Three new Vice-presidents chosen, two of them to fill places just created by amendment of the constitution. With these three exceptions the national officers remain unchanged. Auditing Committee also elected.

THE ELECTION of officers of the National Federation for the ensuing year was held Friday morning, September 12, being the special order of business fixed for that time by the Convention. After calling the Convention to order President Steward surrendered the chair temporarily to Vice-president Griffith.

Delegate Biller nominated Luther C. Steward (Kansas City, No. 29) as President. Delegate Peabody seconded the nomination, as did Delegates Rea, Wempe, Leavitt, Dorgan, Berryessa, Taylor and Brown.

Delegate Fitzgerald nominated C. Roy Fleming (Tacoma, No. 9). Delegate Monroe seconded the nomination of Delegate Fleming as did Delegates Saal and Nitz. The nominations were closed on motion of Delegate Nagl. On ballot the vote stood: Delegate Steward, 87; Delegate Fleming, 27. On motion of Delegate Fleming the election of Brother Steward was made unanimous. President Steward made a brief speech pledging loyalty to the interests of the organization.

Election of First Vice-president was proceeded with. Delegate Griffith moved that Vice-presidents elected for the first time should rank last in numerical order, precedence in this respect following seniority. Delegate Wempe spoke against the proposition. Delegate Ebey raised the question that under the constitution the proposed change would be illegal and the chair (President Steward) so held. Delegate Saal then nominated for First Vice-president, the present incumbent, William E. Junker (New York, No. 4), seconded by Delegates Harris and Sibray. Delegate Wempe then moved that Delegate Junker be elected by acclamation, which was done. Brother Junker responded with a brief speech.

Election of Second Vice-president was next in order. Delegate Griffith nominated Martin J. Leonard (Watertown, No. 132). Delegate Nitz nominated William J. Sleep (Boston, No. 25). Delegate Blassingham nominated Francis McCormick (Hingham, No. 51).

The result of the ballot was as follows: Sleep, 51; Leonard, 35; McCormick, 21. Delegate McCormick's name was stricken off the list, under the rules, and a second ballot was taken, which resulted thus: Leonard. 58; Sleep, 57. Delegate Leonard was thereupon declared elected Second Vice-president.

Delegate McNally nominated Delegate Florence Etheridge (Chilocco, No. 46) as Third Vice-president. The nomination was seconded by Delegates Aldrich, Davie, Smith and Taylor. Delegate Cramer made a motion that the election be made by acclamation, which was done.

For Fourth Vice-president Chas. F. Hutchinson (San Francisco, No. 1) was nominated by Delegate Bischoff. Delegate Aldrich nominated Delegate John J. Heil (St. Louis, No. 24). Delegate Hutchinson's nomination was seconded by Delegates Taylor, Leavitt, Biller and Berryessa. Delegate Heil withdrew and on his motion the election of Delegate Hutchinson was by acclamation.

For Fifth Vice-president Delegate Ebey nominated Charles F. Nagl (Chicago, No. 27). The nomination of Delegate Nagl was seconded by Delegates Allen, Ryan, Sibray, Scully and Sleep. Delegate Nagl was elected by acclamation.

Delegate Cloud nominated Delegate S. Tyson Kinsell (Philadelphia, No. 23) for Sixth Vice-president, seconded by Delegates Couch, Leavitt and Leonhardt. Delegate Kinsell was elected by acclamation on motion of Delegate Brown.

For Seventh Vice-president Delegate Monroe nominated W. W. Sibray (Pittsburgh, No. 66). Delegates Fitzgerald, Allen, Ebey and Londeree seconded this nomination. Delegate McCormick nominated Charles L. Wiegand (Baltimore, No. 21). Delegates Trouland, Blassingham and Rea seconded the nomination of Delegate Wiegand. The ballot resulted: Wiegand, 69; Sibray, 45.

On motion of Delegate Sibray the vote for Delegate Wiegand was made unanimous.

For Eighth Vice-president Delegate Cloud nominated Delegate Gertrude M. McNally (Washington, No. 105), seconded by Delegates Hines, Etheridge and Smith. Delegate Fleming nominated Delegate Davie (Bremerton, No. 93), and this nomination was seconded by Delegate Grady. A vote resulted: McNally, 70; Davie, 44. Delegate Davie moved to make the vote unanimous and it was so ordered.

For Ninth Vice-president Delegate Griffith nominated Delegate Clifford A. Perkins (El Paso, No. 39). Delegate Pullen nominated Delegate John P. Mayo (New Orleans, No. 22). Delegate Sibray nominated Delegate John Fitzgerald (New York, No. 4). Delegates Couch and Blades seconded the nomination of Delegate Perkins. Delegates Brown and Harris seconded the nomination of Delegate Mayo. Delegates Aldrich and Fleming seconded the nomination of Delegate Fitzgerald. Delegate Leonard nominated Delegate Francis McCormick (Hingham, No. 51). Delegate Rea seconded this nomination.

The first ballot resulted as follows: Perkins, 43; Fitzgerald, 38; Mayo, 26; McCormick, 8. Delegate McCormick's name was stricken from the list under the rules, and the second ballot resulted: Perkins, 56; Fitzgerald, 41; Mayo, 16. The name of Mayo was stricken from the list. The final vote resulted: Perkins, 70; Fitzgerald, 43. Delegate Fitzgerald asked that the vote of Delegate Perkins be made unanimous, which was done.

Secretary-Treasurer E. J. Newmyer (Washington, No. 2) was unanimously reelected by acclamation.

For Auditing Committee the following were elected: Delegates Ebey (Chicago, No. 27), Corken (Rock Island, No. 15), and Nitz (Boston, No. 25).

NEWS FROM OUR LOCALS WANTED

The change of THE FEDERAL EMPLOYEE from a monthly to a weekly publication makes it possible to publish promptly items of interest regarding the doings and plans of the various locals. It is desired to "feature" this phase of our organization activities, and the cooperation to this end of officers, publicity agents, and members in general is asked.

THE FEDERAL EMPLOYEE is now published every Saturday in the year. In order that matter may be inserted in any particular issue it should be in the hands of the Editor not later than Friday of the week next preceding. For example, matter intended for publication in the issue of Saturday, November 1, should reach the Editor by Friday, October 24.

Address

Editor of THE FEDERAL EMPLOYEE,
1423 New York Avenue, Northwest,
Washington, D. C.

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Convention Tenders Thanks to Local No. 1

WHEREAS, *The officers and delegates of the* NATIONAL FEDERATION OF FEDERAL EMPLOYEES *in convention assembled at San Francisco, California, have been royally entertained by Federal Employees Union No.* 1 *and by the officials, and have been welcomed hospitably by the officials of the city, and*

WHEREAS, *All privileges have been extended to them, and their entertainment in various ways has been amply and generously provided for, therefore be it*

RESOLVED, *That we, the officers and delegates to the Third Annual Convention of the* NATIONAL FEDERATION OF FEDERAL EMPLOYEES *hereby express our appreciation and heartfelt thanks to the officers and members of Local No.* 1, *who have lived up to the traditions of California and their own local in the treatment which they have accorded to these visiting members of the organization.*

Unanimously adopted by a rising vote.

A Truly Western Welcome for Every Visitor

WHEN THE delegates to the Convention rose as one in hearty assent to the action above recorded it was no mere formal expression of assent on their part. From the day of their arrival in the great metropolis of the Pacific Coast until the hour when, with unfeigned reluctance, they were obliged to take their departure, they were made to feel at home and to believe that nothing in San Francisco was too good for them. Our brethren of Local No. 1 put themselves freely at the disposal of their guests, providing every opportunity permitted by the strenuous demands of the Convention to see the wonders and beauties around them.

A number of our officers and delegates were doubly fortunate—pity it is that all could not have been—in journeying to the coast by way of Denver and Salt Lake City. In each place they were "captured" on arrival by the local brethren, who did everything for their comfort and pleasure that the brief stayovers permitted.

Our issue of November 8 will deal at greater length with the social side of the Convention, and we shall then have something to say that may bring blushes of modesty to the cheeks of certain brethren guilty of conspiracy to beguile their colleagues into sundry diversions.

The Rt. Hon. Arthur Henderson to Speak in Washington

Invitation extended by Federation of Federal Employees accepted by the Henderson Lecture Committee. The noted English labor leader will appear in the National Capital some time in November.

THE ANNOUNCEMENT that Mr. Arthur Henderson, noted trade-union leader of Great Britain and Secretary of the British Labor party, will make an extended lecture tour of the United States under the auspices of the Henderson Lecture Bureau of the American Labor party, and that arrangements have been made for his appearance in Washington by the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, has caused widespread interest throughout the many locals of the Federation, and already letters are being received at the National Headquarters asking if Mr. Henderson can be secured to speak in other cities under the auspices of the different locals. Additional interest is attached to the visit of Mr. Henderson by the fact that in the recent elections in England he was again elected to Parliament, defeating the candidate endorsed by Lloyd-George.

RT. HON. ARTHUR HENDERSON, M.P.

MR. HENDERSON EXPECTED TO DISCUSS VITAL PROBLEMS

It is expected that in his public addresses Mr. Henderson will deal with labor problems and social unrest in the new order arising out of the war. He will undoubtedly discuss fully the present situation with regard to direct action as well as other practical aspects of the labor movement in Great Britain, which recently have been followed with close interest by both employers and labor on this side of the Atlantic.

"The Labor party sets out to prove," he wrote recently in setting forth the aims of the British labor movement, "by actual experiment and achievement that the democratic state of tomorrow can be established without an intervening period of violent upheaval and dislocation."

Speaking of Mr. Henderson's tour, the Henderson Lecture Committee, in a statement given to the press, said:

Representatives of organized labor in the United States are pointing out that in these days of social reconstruction throughout the world, and particularly on the eve of the International Labor Congress to be held in Washington, October 29, under the terms of the Peace Treaty and the President's proclamation, there is an exceptional interchange of distinguished visitors between Great Britain and the United States. We are preparing to greet the Prince of Wales as British Royalty's representative of good-will to the United States. We have already with us Sir E. W. Hume-Williams, M.P., as representative of British Business on "a mission of promoting good-will and trade relations between the two countries." The Rt. Hon. Arthur Henderson is British Labor's official representative to our country to promote still further a democratic understanding and enlightened cooperation between the workers of these two great English-speaking nations.

SKETCH OF THE MAN AND HIS NOTABLE CAREER

Mr. Henderson was born in 1863 and is a member of the Iron Molders' Trade Union. He has been a labor member of Parliament since 1906, was chairman of the Labor party from 1908 to 1910, and again became chairman at the outbreak of the war. Like all labor leaders he was opposed to entrance into the war, but supported it from its outset and was chairman of the labor section of the parliamentary Committee on Recruiting.

On the formation of the first coalition in 1915 he became president of the Board of Education and a member of the cabinet. On the formation of the Lloyd-George Government in 1916 he became labor member of the war cabinet, resigning in 1917 on disagreement with Mr. Lloyd-George. Since then he has been the leader of the labor opposition to the government. He is the main connection between the trades union and the intellectual sections of the Labor party and is a firm supporter of the League of Nations. He is a most able speaker and has a standing in the labor move-

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ment second to none. The British Labor party has always regarded President Wilson as the leader of liberal thought in America and has made his war aims their own.

In a statement given to the press by the executive officers of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES it was made very clear that no political significance is attached to the fact that the Federation has invited Mr. Henderson to Washington to speak under its auspices. In an interview Mr. Luther C. Steward, president of the National, defined the issue clearly when he said that the Federal Employees Union has no official position with respect to the political organization of labor. "Its only interest lies," said Mr. Steward, "in giving its members access to the best thought on both sides of the question. It neither endorses nor disapproves Mr. Henderson's position, but it conceives it to be its duty to bring before its members the opinions of any thoughtful man upon any subject directly affecting labor. Its policy in the past has been and its policy in the future will be to maintain a forum through which can be effected that interchange of ideas which is essential to a democratic institution whether it be a trade union or a government. In line with that spirit it is taking advantage of Mr. Henderson's visit to present his views, just as it will in the future take advantage of the visits of other distinguished persons to present divergent views."

MT. TAMALPAIS, THE SENTINEL GUARDING THE GOLDEN GATE

Advisers Chosen to Assist in U. S. Salary Changes

Economists, administrative experts, and employees represented. Will consider large wage policy matters. Members of committee have no actual power, but will give valuable assistance.

FORMATION of an advisory committee on wage policy was announced today by the Joint Congressional Commission on Reclassification of Salaries of federal and District employees in the District.

The committee met with members of the Reclassification Commission at the Treasury Department last night, and from now on will play an important part in the reclassification work involving 106,000 government employees in the National Capital.

Chosen to advise the Commission on large matters of wage policy affecting the federal workers here, the advisory committee on wage policy is headed by Clarence W. Hamlin, of the Reclassification Commission, as chairman, with the following members:

Dr. Francis Walker, of the Federal Trade Commission; Dr. M. L. Jacobson, of the Federal Reserve Board; Dr. Royal C. Meeker, of the Bureau of Labor Statistics, Department of Labor, and Mrs. R. M. Woodbury, of the Children's Bureau.

Dr. E. B. Rosa, of the Bureau of Standards; Van H. Manning, Chief of the Bureau of Mines, and Paul F. Meyers, Chief Clerk of the Treasury Department.

Miss Ethel M. Smith, of the Woman's Trade Union [National Women's Trade Union League]; Luther C. Steward, president of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, and Dr. W. Carson Ryan, of the Bureau of Education, president of local Federal Employees' Union, No. 2.

REPRESENT LARGE FIELD

The first group of members, composed of Drs. Walker, Jacobson and Meeker and Mrs. Woodbury, comprises four of the leading economists in Washington. The second group, composed of Dr. Rosa, Mr. Manning and Mr. Meyers, is representative of the administrative end of the Government. The third group, comprising Miss Smith, Mr. Steward and Dr. Ryan, represents the employees in the government service here.

It is believed by members of the Reclassification Commission that with the aid of this advisory committee on wage policy the great, broad problems of wages of government employees here may be worked out in a thoroughly equitable manner. The advisory committee has no power per se, but only advises the Reclassification Commission. Its advice, however, coming as it does from the representative group selected, is expected to be of tremendous aid to the Reclassification Commission members in deciding upon the great lines of policy.

What shall be the basis of the wage policy of the Government so far as the 106,000 government employees in the District of Columbia are concerned? If a fixed minimum wage shall be decided upon, what wage shall be set up? Or will the commission have to effect some sort of compromise on the minimum wage question? Where will the minimum wage, if selected, begin? To what extent shall the commission go into the outside world to get figures as to the salaries paid in private employ for work comparable to that performed by government workers here?

BIG QUESTIONS TO SETTLE

These are representative of some of the big questions which the Reclassification Commission will be called upon to settle shortly, with the aid and advice of the advisory committee on wage policy. The questions are not easy to answer, and the commission realizes it. . . .

The various classes of government employees are thought to be well represented upon the advisory wage policy committee, and it is expected that through the advice of the committee members the solutions to all the difficult problems will be found. . . .

Satisfaction was expressed today among the rank and file of federal employees over the fact that the NATIONAL FEDERATION OF FEDERAL EMPLOYEES and the local Federal Employees' Union, through their respective presidents, are members of the advisory committee. The selection of Miss Ethel Smith, of the Woman's Trade Union, seemed particularly pleasing to woman workers in the government service.—Washington (D. C.) *Evening Star*, Oct. 4, 1919.

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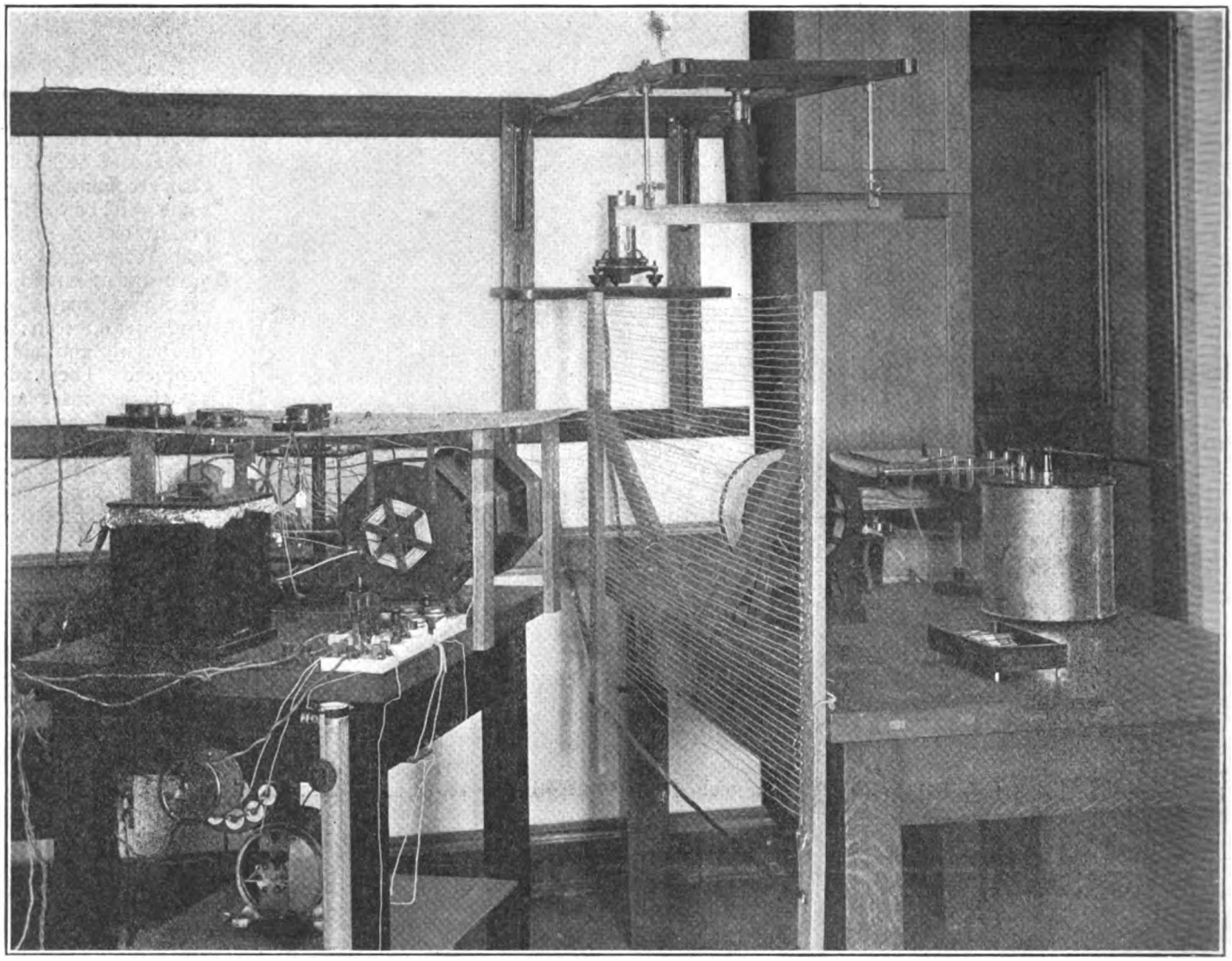

APPARATUS FOR TESTING INSULATING MATERIALS

Bureau of Standards' Radio Work

The uses of the direction finder on land and sea and in the air. Thousands of skilled radio operators now available. The revolutionary results due to the development of the electron tube. The radio telephony of the future.

By J. H. DELLINGER

Physicist in the Bureau of Standards

(Continued from our last issue)

NOTE.—In our last issue the author, after voicing the conviction that through the agency of the ordinary telephone "space will be annihilated, and any two persons anywhere will be able to talk to each other," touched briefly on the mobilization of men of science for war work and the large part they had played in bringing about the victory of the Allies. The great problems which had to be solved when the war came were specified. The absolute necessity of radio in modern warfare was explained, and the importance of the electron tube and the direction finder and their remarkable development were discussed.—EDITOR.

USE OF THE DIRECTION FINDER IN FOG SIGNALING

ONE VALUABLE peace-time application of the direction finder is being developed by the Bureau. This is the use of the direction finder in fog signaling. The light at a lighthouse made useless during a heavy fog can be supplemented by a radio system. Thus at dangerous points on the Atlantic coast there are to be automatic radio transmitting sets which send out regular signals at definite intervals. A ship's captain or operator listening with his simple receiving outfit hears the signal repeated at intervals when he gets within range of the lighthouse. This automatic transmission is sometimes called "canned radio." If the ship is equipped with a direction finder, which is the simplest and cheapest of receiving outfits, he determines the direction of the lighthouse by merely rotating the coil which constitutes the direction finder. By taking two or more such observations a known distance apart he can determine his exact position. The Bureau of Standards and Bureau of Lighthouses are cooperating in developing this system.

DIRECTION FINDERS EQUALLY EFFECTIVE IN USE UNDER WATER

It has always been believed that the radio waves could not penetrate below

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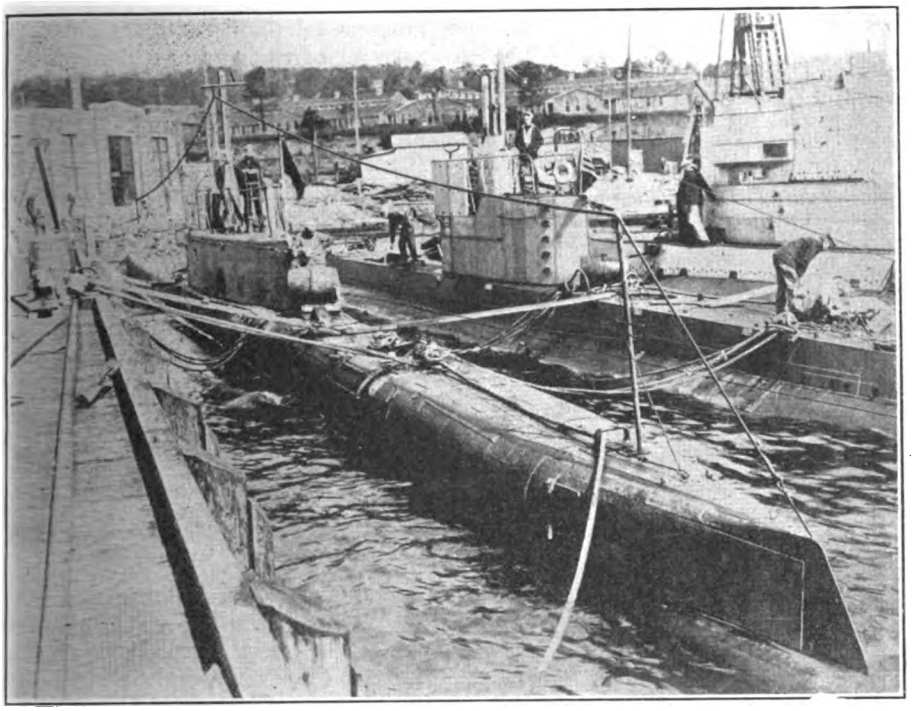

SUBMARINE EQUIPPED WITH RADIO APPARATUS

the surface of the earth or the ocean. The surface materials are considered to be conductors and impenetrable by the radio waves. Two of the young experimenters at the Bureau of Standards, however, having placed a direction finder coil under water one day in November, 1917, to their surprise received signals virtually as good as were received in the air. They immediately asked why could not signals be received if this coil were attached to a submarine. Having secured permission from the Navy Department to conduct experiments, they spent the summer of 1918 at the submarine base in developing a system of radio communication for submarines.

The apparatus is of the most remarkable simplicity, being a single turn of wire attached on the outside of the submarine. With the submarine and its receiving apparatus and all equipment entirely submerged, signals transmitted from Paris, Rome, and California were easily received. It is also possible to transmit from this simple coil aerial a distance of several miles when the submarine is entirely submerged. Furthermore, this aerial is a satisfactory direction finder just as when used in air. This is the only thoroughly successful system that has been developed for communication with submerged submarines, and the Navy has equipped its largest submarines with it.

WHAT THE DIRECTION FINDER MEANS TO THE AVIATOR

The direction finder, or radio compass, is most useful to the aviator. It cannot be affected by the forces produced by his rapid evolutions when in the air but gives him a reliable means of determining his location with respect to a known point on the ground. The utility of this apparatus in enabling the aviator to steer toward his landing field is now being supplemented by experiments carried on by the Bureau of Standards and the Post Office Air Mail Service with the view of giving the aviator a positive and accurate signal when he arrives exactly over his landing field. This enables him to land even in heavy fog or in utter darkness. The method, again an exceptionally simple one, is the use of induction from a large coil of wire located on the landing field, carrying an alternating current. The effect of this extends only over the landing field itself and is exerted on a coil of wire on the airplane just when the aviator is over the landing field. The advantage of this system is not alone the actual utility to the aviator but also the psychological effect in the added sense of security which it gives him.

BUREAU OF STANDARDS LEADS IN RADIO MEASUREMENTS

No less interesting to the technical man have been the developments along the lines of measurement. The scientific facts, the knowledge of which has made possible the improvements which have been described, could never have been discovered without careful measurements of the phenomena which take place in connection with the use of high-frequency radio currents. The reader does not need to be told that these measurements are more complicated and specialized than measurements with a yardstick. In this matter of measurements the Bureau of Standards is the recognized leader, and radio measurements in particular have been very highly developed by this institution during the last few years. Take the matter of the insulating materials used in all electrical apparatus. All the conductors, condensers, switches, and other apparatus must be mounted on some insulating base, and there is no material which, being never affected by any of the electrical actions, is satisfactory in every respect. Consequently, the exact behavior of these materials when the high-frequency and voltage of radio currents are acting, must be known. Highly specialized equipments have been built for performing these tests, and the methods of measurement carefully worked out.

THOUSANDS OF MEN TRAINED IN RADIO COMMUNICATION

One of the great war problems in the use of radio apparatus was the training of men. Instead of a few scores of trained radio operators and a handful of experienced radio engineers, as we had before the war, there was immediate need for thousands of men skilled in this work. We all know something of the intensive training carried on at the cantonments and in the schools designated by the War Department throughout the country. In this subject of radio communication an acute need for suitable instruction literature was felt by the men secured to act as instructors everywhere. In this matter the Signal Corps secured the aid of the Bureau of Standards. Two textbooks were prepared by a syndicate scheme of authorship, an innovation in the preparation of scientific textbooks. An instruction book was needed which should train men of limited education to become familiar with the principles of radio apparatus in a few weeks. This was made ready in three months by the plan mentioned, concentrating on the task the efforts of a number of experts and instructors from various large universities. An order for 50,000 copies of this book[1] was placed by the Signal Corps, the number later being cut down because of the signing of the armistice. The book is an easily read introduction to radio theory and practice. There was also need of a somewhat more advanced reference book which would be of assistance to the instructors and to the students training for officers in charge of radio work. This also was provided by the Bureau of Standards. It is a book which gives the principles of the subject, methods, and data for calculations and measurements of all kinds. This book, entitled *Radio Instruments and Measurements,* has been used to

[1] *The Principles Underlying Radio Communication;* on sale by Superintendent of Documents to the public at 55 cents.

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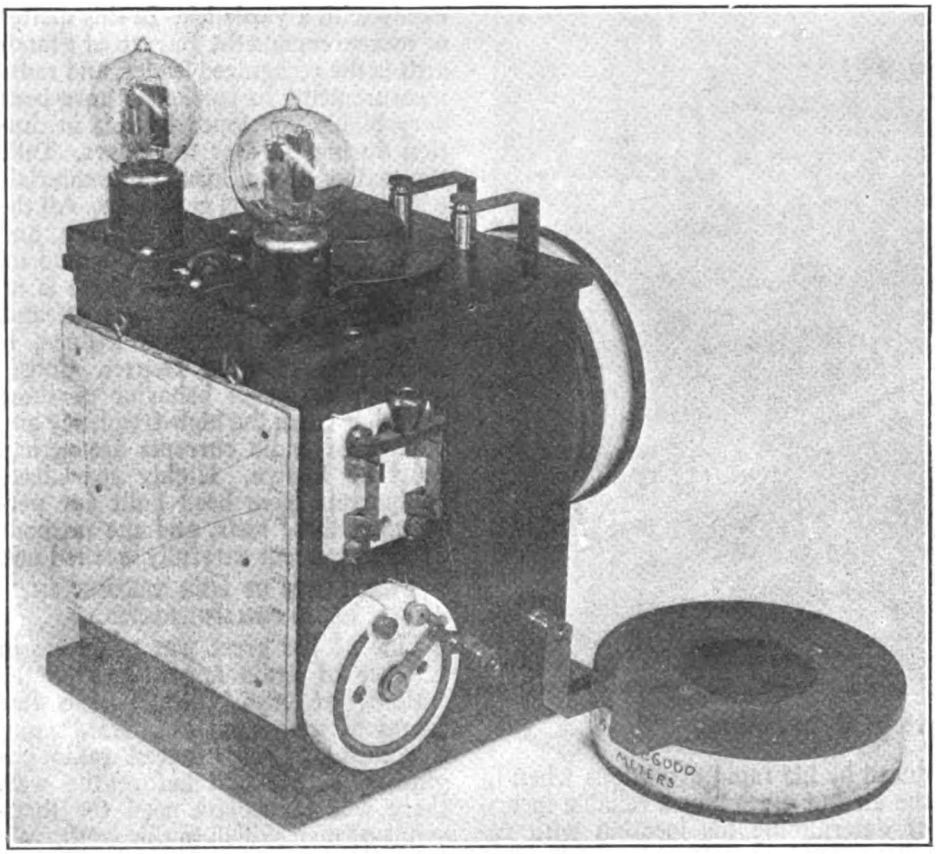

SIMPLE RADIO GENERATOR USING ELECTRON TUBES

train 4,000 men in the technical phases of radio work. These two textbooks in a rapidly advancing subject are strictly up-to-date, and for practical purposes retire a considerable proportion of previous radio literature.

THE MARVELOUS ELECTRON TUBES AND THEIR USES

Much has been rumored in recent newspaper articles regarding the radio telephone used on airplanes. This achievement is entirely a product of the research work which has been done on the interesting little glass bottles known as electron tubes. These tubes are similar in appearance to an ordinary incandescent lamp bulb. Like the incandescent lamp, they contain a heated filament, and, in addition, two metal terminals. The principle upon which they operate is that a stream of exceedingly small electrical particles called electrons are given off by every body at a high temperature. The motion of this stream of electrons from the filament to the other two metal terminals in the bulb or tube is controlled by the batteries and other apparatus connected outside the tube. This device was invented less than ten years ago, and most of its development has been accomplished during the war. It is a most wonderful instrument and, in fact, serves as the detector of radio waves, as a very powerful amplifier of radio or any other electrical currents, as a generator or producer of radio waves, and as the means for converting speech into a modulated radio wave which can be received as speech by a receiving radio apparatus. Not much needs to be said to convince the reader that these important applications justify the most extensive and profound research, development, and application. Thus the principal work of the great New Jersey radio laboratories of the Signal Corps was the development of these electron tubes. Certain research work and the standardizing of tubes and methods of testing were assigned to the Bureau of Standards. The principles of the operating and functioning of the tubes are, by contrast with the structure of the tubes themselves, complicated and difficult to determine. Compared with extensive applications of these devices which have already been made but little is known regarding the principles of their operation.

Their importance in military work may readily be judged from the fact that for the American armies alone 25,000 tubes were being made each week. These devices are revolutionizing all branches of radio and bringing with them many advantages which investigators have sought for years, and sought in vain, with other forms of apparatus. Outside of radio they have many applications. A noteworthy one is the adaptation to multiplex telephony. They make possible the use of a single pair of wires for five simultaneous telephone conversations. On account of their great sensitiveness as receiving devices radio apparatus can be made small. These devices in fact must be credited with a considerable share in the achievement mentioned above in describing direction finders, namely, receiving messages from a distance of thousands of miles with a small apparatus contained in an ordinary room. Apparatus capable of concealment about a person's clothing may now be had, by which one can receive the radio messages which are passing through space. The day will no doubt come when a complete radio outfit can be carried much as a wrist watch is carried at present.

RADIO TELEPHONY NOW AVAILABLE FOR THE AEROPLANE

The electron tube has made communication between airplanes successful. Obviously airplane apparatus must go the limit of light weight. This is possible with the very sensitive electron tubes. Airplane pilots now talk to one another, using apparatus that adds only a few pounds to the weight of the machine. Best of all, the results of this achievement are now available for peace-time use. A person may pick up the telephone receiver in his house any day now and after he has conversed with someone, may learn that the person at the other end was in the air on an airplane during the conversation, for not only can the communication be carried on from an airplane to a ground radio set, but the apparatus can be connected to the ordinary telephone lines. The radio telephone was among the apparatus brought by the French Scientific Mission to this country in 1917. Improvements in many points have been made since then and have made the apparatus much more reliable and effective. The telephone instruments used on the airplane are of special kind. Thus the transmitter is so made that it is affected by the voice of the aviator but not at all by the noise of the airplane's engine; the receiver is contained in the helmet which the aviator wears, in which there are pads over the receivers to absorb engine sounds so that the feeble telephone noises can be heard.

AN ALMOST UNLIMITED FIELD FOR RADIO TELEPHONY

One of the interesting uses of the radio telephone was demonstrated at the Bureau of Standards a few weeks ago at an evening lecture and social meeting. The radio telephone apparatus was shown. Messages were transmitted and received by the device. In addition music was received in the lecture hall by radio from a talking machine which was being played at the transmitting station at

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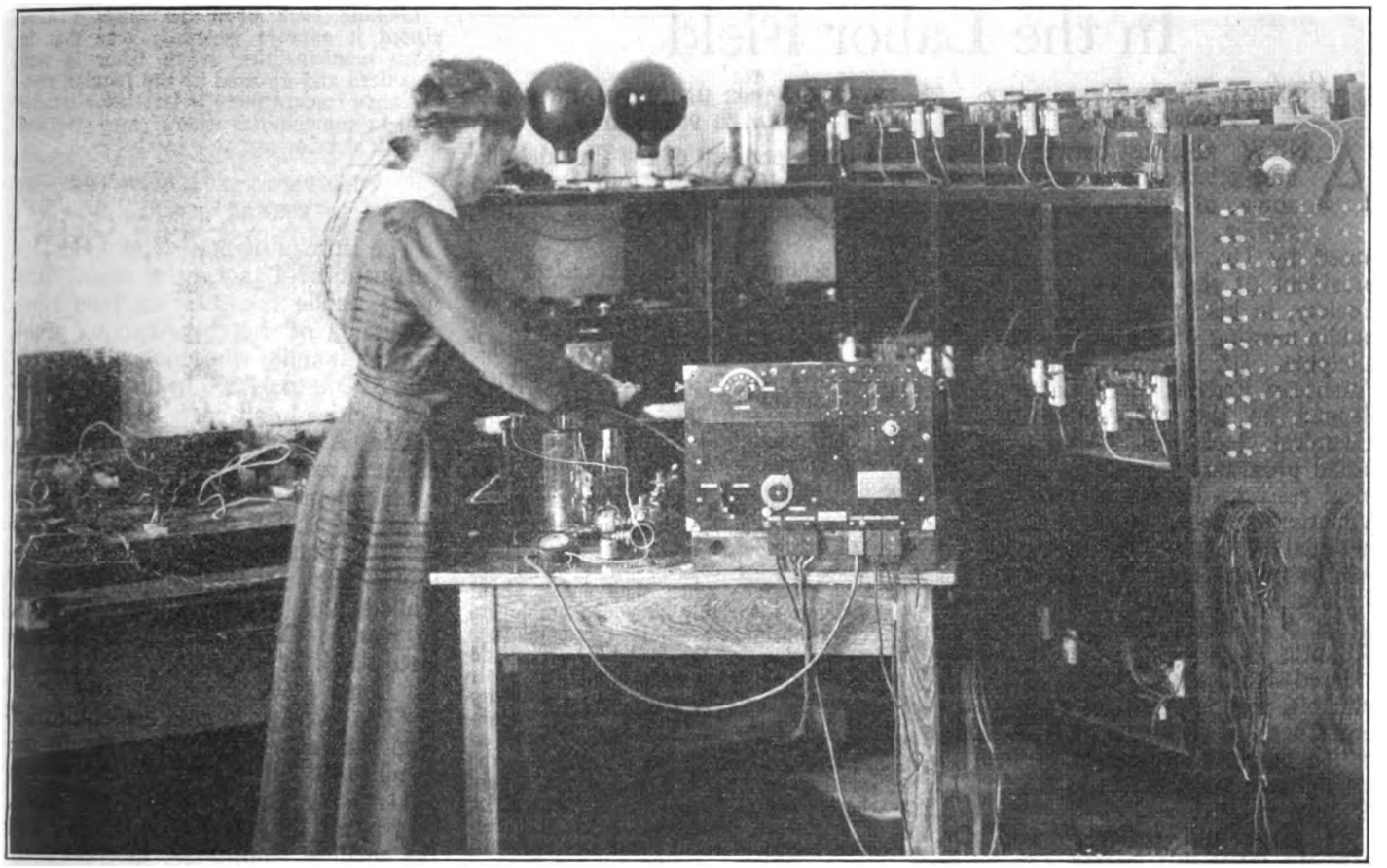

RESEARCH WORK ON ELECTRON TUBES

a distance. Now the waves which carry this radio music spread out in all directions as do all radio waves. Consequently not only the receiving apparatus in the lecture room, but any receiving apparatus within a radius of several hundred miles was able to catch this music. In fact, after the demonstration, word was received that this music had been heard in another town. An unexpected result was obtained when after the music rendered by the talking machine had been finished the "Star Spangled Banner" was played by a cornetist at the transmitting station. The audience in the lecture room immediately arose and after the performance applauded. The performer never knew that the applause had been given and never knew whether his performance had even been heard. Later in the same evening some of the people danced to the same music. This suggests the great economies that will be effected in the future in the matter of musical entertainments. A symphony orchestra or any other musical performance can be given at one central point and sent forth by radio so that it can be received anywhere else in the United States. One performance then will constitute the evening's entertainment for the whole country. This is Edward Bellamy's dream come true.

Out of the wrack of war much of what was done in the application of science is being salvaged, more perhaps than is ordinarily realized. In the great development of radio communication there is a distinct asset which is now being turned to the peaceful uses of mankind. Radio is not so much a separate as a supplementary means of communication. The ordinary wire-connected telephone will handle 99 per cent of the exchange of speech, and the radio telephone will supplement it, carrying men's words and thoughts to the uttermost parts of the earth, air, and sea.

Essay Prizes Open to Government Employees

Do any members of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES wish to write essays for prizes on "Spiritual Regeneration as the Basis of World Reconstruction?" The Walker Trust, of St. Andrew's University, Scotland, has offered four "workers' prizes," of the value of $100 each, one specially assigned to the United States, and one "open prize" of $100, open to anyone in any part of the world.

In its announcement the Walker Trust says:

> The evidence of the past goes to show that humanity has striven, for the most part, after material progress and attainments, without sufficiently understanding the relation life bears to the spirit by which it is nourished and sustained, and that it is the lack of this understanding which has led, through an age of materialism, to world tragedy.
>
> New and purified motives and aspirations are needed to direct our vision, so that life may be seen in its true perspective, and that the illusions of materialism may be swept away. With this ideal before us we recognize more fully the spiritual value of education, and the need that educative influences should in everything aim at ennobling the whole man. However highly we may prize intellectual development, however firmly we may establish the recognition of its place and necessity in the evolution of the race, we realize that qualities of soul, of spiritual discernment and of character are of even more essential value in the world's life. Only through the coordinated development of these qualities can the spirit in man attain to freedom of expression, to a clear vision of its destiny, and to the strength which is needed for the building, in the coming years, of a new and better order of civilization.

The essays must be in the hands of the Walker trustees by March 1, 1920. Inquiries should be addressed to The Secretary, The Walker Trust, Rothes, Markinch, Fife, Scotland.

War Risk Meeting

The War Risk Branch will open the fall session with a mass meeting Tuesday, October 21. All War Risk members are urged to attend, as many important matters are up for discussion.

Nominations of officers for the coming year will be made.

The place of meeting will be announced in next week's issue.

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In the Labor Field

CHEMICAL SOCIETY PRESIDENT FAVORS LABOR

A NEW alliance between labor and science as a solution of some of the economic difficulties of today was proposed by Dr. William H. Nichols, president of the American Chemical Society, in his annual address at the public meeting of the society in Philadelphia. Dr. Nichols said that the American Federation of Labor could depend on the cooperation of the Chemical Society in backing up a broad program of scientific and technical research by the Government as a matter of major importance to the national welfare. This program, it will be remembered, was urged by the Federation of Labor in a resolution adopted at the recent convention at Atlantic City. The offer was considered significant as coming from Dr. Nichols, who is president of the General Chemical Company of New York, which employs thousands of men in its eighteen large plants in the United States.

"I hope and believe," said Dr. Nichols, "that this matter, coming as it does from a new direction, will be seriously considered by the proper authorities. Its urgency is thoroughly appreciated by the workers on whose efficiency so much depends.

"This opens the way to a scientific solution of vital questions about which there have been fundamental differences of opinion based largely upon the point of view. Many hold that labor is a commodity which it was to their best interests to get the most of for the least money, while others believed that labor is the sole source of all wealth and that the fewer hours' work, the smaller the output of those hours, the better it would be, somehow or other, for the laboring classes.

"I have cited the extreme views for purposes of illustration, realizing that somewhere between the two would be found the great body of all reasonable and thoughtful men.

"Many of the fundamental truths concerning labor and its conditions would never be discovered by the scientist per se, because he has not had the benefit of practical preparation. Let our friends of the American Federation of Labor not be content with what the Government can do in the line of their resolution, good as it has been and will be, but let them start a carefully planned series of researches themselves and follow them up until the truth stands revealed. They can depend upon the assistance of this great society."

STRONG LABOR UNIONS MAKE FOR GREATER PROSPERITY

A correspondent of the Philadelphia *Ledger*, writing from San Francisco about conditions there and in Seattle, says:

The sentiment of San Francisco and Seattle may be expressed today in seven words:

"Organized labor is the hope of America."

Chambers of commerce, business men, manufacturers and bankers say, almost unanimously, that the normal industrial and labor conditions which prevail at this time in these cities in contrast to the widespread industrial unrest in the Middle West and Northwest are due to strong labor organizations, directed by conservative and fair leaders of labor.

There are, of course, others who get blue in the face when they speak about unions, but invariably they are employers directing businesses where the employees are organizing for the first time. They do not want to see the unions 'break into' their establishments, but they are in the minority and the tide is against them. San Francisco is not only organized to the extent of about 80,000 workers, but bank clerks, the editorial writers for the newspapers, school teachers, policemen, janitors, draftsmen, civil engineers, jewelers, clerks and mechanics, clerks in retail shops and opticians are forming unions, assisted by the central labor council or the American Federation of Labor.

"All of the assistance which has been given to the radicals in this city has been by employers who are fighting organized labor," said John A. O'Connell, secretary of the labor council, when I talked with him today. "By fighting employees who wish to join the union they are aiding and abetting the radicals. They do this to keep wages so low that the workers cannot keep body and family together. The agitator comes along and promises direct, quick action. Before long he has a following, whereas if the employees were permitted to organize and bargain collectively there would be no talk of direct action. The labor unions want industrial peace."

C. A. Day, secretary of the industrial department of the Chamber of Commerce, who knows more about the views of employers in San Francisco than any other citizen, stated that the strength of the unions and their support by business interests were contributing more than anything else to the industrial tranquillity of this city.

"The unions," Mr. Day stated, "are opposed to any disposition of the men to break away from their recognized leaders or violate the agreements which have been made between employer and employee."

Business men and manufacturers of the city expressed the same views when I questioned several of them personally, and more than one, including Mr. Daw, attributed the present cooperation between employers and employees to the wise leadership of the unions. More than one man stated that the reason labor conditions in this city were so much better than those in Los Angeles was because employers here almost universally recognize the right of men and women to organize, while in the southern city there is continuous opposition to organized labor.

Looking back upon the cities I have visited it appears generally true that in those municipalities where labor is well organized and directed by the regular, conservative leaders there is less labor trouble than in communities where employers and organized labor are at loggerheads.

COLD FACTS REGARDING THE COST OF LIVING

The Bureau of Statistics of the Department of Labor in a report just made public presents an interesting discussion of the cost-of-living problem for families whose incomes aggregate $1,200 to $1,500 in ninety-one selected cities in all parts of the United States. A family with the income indicated expended during the past twelve months an average of $594 for food. In Boston the expenditure was $579, in Baltimore $547, in New Orleans, $539, in Pittsburgh $535, in Philadelphia $533, in Chicago $523, in Kansas City $514, in San Francisco $514, in Cincinnati $504, and in St. Louis $497.

"The average annual expenditure," says the report, "for food by all the families in all the cities listed was $511." . . . The largest sum, $624, was spent in Fall River, Mass., and the smallest sum, $427, in Savannah, Ga. The cities having the smaller expenditures for food are for the most part in the Middle West, with some from the South.

According to the same Bureau, the latest reports indicate that retail prices for August were 1 per cent higher than in July. In analyzing the report the Bureau says "that the report under consideration makes the total cost of twenty-one articles of food, upon which this comparison is based, the highest on record."

The Bureau further shows that since August, 1918, prices have increased 12 per cent, and that during the six-year period, from August, 1913, to 1919, food prices increased 91 per cent. These figures disprove most conclusively the claim that is being made in certain quarters that the cost of living is decreasing, which is misleading and apparently given out for the purpose of deceiving the public. Except for meats, which show slight decreases, price increases were in the articles most largely used.

The increase in August prices took place during the height of the Government's campaign to reduce living expenses. At the same time all official records show that wholesale prices and prices paid producers fell slightly. This would seem to put the responsibility for the increases on the middlemen and retailers.

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LOW-SALARIED MEN AND CLERKS SEEK CHARITY

New York office men, bank clerks, public employees—men of family who are forced to keep up comparatively high standards of appearance through associations—are becoming objects of charity, while the garbage men get $10 a day, street car employees from $40 to $50 a week, and other semi-skilled workers garner unprecedented return for their labor.

"The subject of pity these days is not the down-and-outer who is forced to ask charity because of drink or like troubles," said Commissioner of Charities Bird S. Coler. "It is the respectable family man working in our offices, in bank departments, the clerks in big businesses. We can cite a large number of cases where these men, who must keep up appearances in their work, are being gradually forced to the humiliation of public charity.

"There are very few cases on our records for appeals for assistance from skilled manual workers. These trades have made their demands felt and are receiving commensurate wages."

REPORTERS FORM UNIONS IN TWO MORE CITIES

A union of newspaper writers, affiliated with the International Typographical Union, has been organized in Rochester, N. Y., and demands have been presented to the publishers of the four daily papers for a minimum salary of $50 a week for experienced reporters.

Union officers say more than three-fourths of the newspaper writers have joined the union and others, including desk men, have made application.

The news writers of Wheeling, W. Va., have followed the lead of their brethren in other cities and formed a union comprising nearly all the writers. A charter will be secured from the International Typographical Union. A committee has been selected to sign up all the newspaper men in the Wheeling district.

ENGLISH WAGE RAISES AND HIGHER LIVING COSTS

Increases in wages in England which came into operation in July affected more than 200,000 work people, and more than 1,500,000 work people (mostly in the coal-mining and cotton industries) obtained reductions in hours of labor. On August 1 the general level of retail prices of food and other items entering into the cost of living was about 115 per cent above the pre-war level, as compared with about 105 per cent at the beginning of June; the percentage is, however, still below that recorded just before the armistice, when it was between 120 and 125.

MINIMUM WAGE FIXED IN SASKATCHEWAN PROVINCE, CANADA

The minimum wage for girls and women beginning work in Saskatchewan retail stores has been fixed at $9.60 a week. After three months they are to receive $10.50. During the third three-month period they will get $11.50 and in the last three months of their first year, $13.50. Thereafter the employees are to be deemed experienced and to receive a minimum wage of $15 a week. The hours of work are to be forty-eight.

LABOR UNIONS JOIN HANDS WITH COOPERATIVES

The New York *Tribune's* London correspondent sends the following story, dealing with the cooperative movement in Great Britain, from which are taken these excerpts:

The great trade-union movement in Britain with its 5,000,000 members, has decided to join forces with the Union of British Cooperative societies, with a membership of about 5,000,000, in order to dominate production, consumption, and distribution in Britain.

This amalgamation will represent the greatest business combination in history. It will dwarf, in power if not in funds, the gigantic Federation of British industries, with its capital of $20,000,000,000.

The new combination is organized to fight such organizations as the British Federation. In its international aspect the combined trade-union and cooperative movements will be the greatest enemy of "big business" interests throughout the world

In Britain alone the combined unions would include nearly three-quarters of the inhabitants. If the organizers have their way it will be invincible in the industrial field.

It is estimated that after allowing for overlapping of membership the combined movements control 7,000,000 adult members. Close on 7,000,000 families would support the trust and each of these families would include on an average two adults and three children.

A joint advisory council of cooperators and trade-unions has been constituted to draw up a plan of campaign for the new organization.

BALTIMORE TEACHERS ORGANIZE

Word has been received from Baltimore that the teachers in that city have organized under the leadership of a number of the members of the faculty of the Baltimore City College. A preliminary meeting attended by nearly all the teachers in the city was held Wednesday evening, September 24, and a number of interesting speeches were made.

At this meeting those in attendance agreed informally to indorse the new scale of salaries which will be advocated by the Board of Education and to put this endorsement in the form of a resolution as soon as the permanent organization is effected.

The new organization constitutes one of more than 150 locals of the American Federation of Teachers, affiliated to the American Federation of Labor.

BRITISH UNIONS INCREASE TO A REMARKABLE EXTENT

An enormous increase in membership of British trades unions is shown in a trade-union congress report just issued, which gives the present total membership of bodies affiliated with the congress as 4,895,000, as compared with 2,232,000 just before the war and 4,532,000 in 1918.

The most startling increase noted is the membership of the Agricultural Laborers' Union, which was only 36,000 last year, but today is 100,000. Seventeen other unions have made increases during the past year of more than 10,000.

FRATERNAL GREETINGS FROM FRENCH TO AMERICAN TEACHERS

Honorary President William I. Heller, of the Federation of Teachers' Unions of France, was instructed to transmit the following greetings, through the *American Teacher* to the American Federation of Teachers:

I have the honor to transmit to you the greetings of the Federation of Teachers Unions of France in convention assembled in Tours, August 10, 1919. The teachers of France wish to convey, through me, an expression of their cordial feelings to their American brothers and sisters. Like them, they have felt the necessity of federating into unions in order to achieve the necessary aims of bringing about democracy in education and the emancipation of the teacher from official oppression. Comrades in arms, they desire also to be comrades in creating a new ideal of education which will realize the highest aspirations of humanity. They have chosen the field of unionism to accomplish these aims. Once more they extend fraternal greetings to their American comrades and hope that in the future more intimate relations may be established between the teaching forces of America and France. The convention, representative of all France, thus officially establishes the first bond of union of France and the American Federation of Teachers.

Philadelphia Local Holds Important Meeting

A large and enthusiastic audience of federal employees met in the Grand Fraternity Building, 1626 Arch Street, Friday evening, September 26, to hear reports from the delegates to the National Convention of federal employees recently held in San Francisco.

John D. Cloud, of the Mint; S. Tyson Kinsell, of the Customs Service, and Emily Leonhardt, of the Quartermasters' Construction Division, War Department, presented reports of the work done by the convention. Resolutions endorsing a plan of insurance, old age retirement, and changes in civil service laws were the principal features acted upon.

Nearly five hundred new members were received that evening from the Schuylkill Arsenal.

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Minimum Wage Decision in District Upheld

ASSERTING that there must be no let down in the strict enforcement of the Minimum Wage Law for women and minors in the District of Columbia, the Executive Committee of Federal Employees Union No. 2 has gone on record as opposing the efforts of the merchants of Washington to secure a change in the recent finding of the Minimum Wage Board, whereby the minimum rate for minors is made the same as for adults.

The following resolution, which has also been approved by the Central Labor Union, was endorsed by the committee:

WHEREAS, The Central Labor Union of Washington urged the passage by Congress of the Minimum Wage Law now in effect for women and minors in private employ in the District of Columbia and is vitally interested in the successful operation of that law; and

WHEREAS, The organized merchants of the District of Columbia have protested the recent finding of the Minimum Wage Board which fixed the minimum pay for minors employed by the mercantile industry at the same rates as the minimum for adult women; be it hereby

Resolved, That it is the sense of this body that the finding of the Minimum Wage Board is correct and just and should stand for the following reasons:

1. If the Minimum Wage Board after fixing the minimum rate for women of 18 years and over at $16.50 per week, were to permit the employment of minors at less than this rate, employers could evade the law by employing minors in preference to adult women, thereby throwing women out of work and defeating the purpose of the Minimum Wage Law for women.

2. For the Board to fix a lower minimum wage for minors than for adults would also tend to defeat the purpose of the child labor law, which requires that no boy or girl under 16 years shall work in the District of Columbia without a special permit. The purpose of all child labor legislation is to prevent the employment of children and keep them in school. For the carrying out of this purpose employers, employees and the general public are alike responsible in the interests of the coming generation.

3. The stores of Washington are now paying to minor girls in many instances as much or more than they pay to women of 18 or over engaged in the same class of work, thus admitting that youth does not necessarily make the employee less valuable. The Minimum Wage Board has conceded a five months' longer training period for minors than for women of 18 years or more, and this is the utmost that in our judgment should be conceded.

4. The purpose of all minimum wage legislation is to guarantee to the lowest paid workers a decent living, on the now well recognized theory that every industry should bear its own costs and not draw a part of such costs out of the lives and health of the workers. If the protest of the organized merchants should be heeded, the Minimum Wage Board would be permitting those merchants to shift a part of the costs of their business to the families of the children they employ, and thus take further profits for themselves out of the labor, lives and health of those children. The Minimum Wage Board should stand as the guardian of the children against such exploitation.

Resolved, therefore, That we urge the Minimum Wage Board to stand by its decision as to the minimum rates of pay for minors in the mercantile industry, as a matter of fundamental justice and vital public policy.

Employees' Representatives Form Organization

Employees' representatives on the central committees for reclassification met at union headquarters Friday evening, and after making nominations for employees' members on the "service committees" for reclassification, determined to form an organization among themselves. W. Carson Ryan, Jr., member of the central committee for the Interior Department, was elected chairman, and Mrs. L. Croghan, temporary secretary.

Upon motion of J. W. Ginder, Treasury, it was determined to ask each central committeeman to submit names of persons representing the services listed by the Reclassification Commission from the various government departments, wherever the designation so justifies, from which names inter-departmental service committees will be formed, for the purpose of investigating and ascertaining the character of work done in each particular department under that specific head, this information for the benefit of the central committeemen, to enable them to intelligently answer any queries that may be propounded by the Reclassification Committee and to acquaint the central committeemen with the particular work being done in each deparment under a particular designation.

Why Not Salaries on a Sliding Scale?

Base salaries adapted to conditions at time of fixing should be scaled, up or down, it is urged, according to living costs and industrial conditions.

To the Editor:

In the congressional discussions of the Nolan bill and other matters relating to the salaries of federal employees, I note that some of our Congressmen seem to fear that once a salary scale is adopted to meet the present high costs of living it will be difficult to reduce it when costs shall have declined to a more nearly normal basis. In this connection I wish to offer a few suggestions that would seem to be a practical solution of that difficulty, and yet I have seen nothing of the sort hinted at by any of the parties to the controversy. It is merely this:

To establish base salaries for all classes of work under the government service, such salaries to be adapted to the conditions at the time of adoption; to move these base salaries up or down the scale, each fiscal year, a given percentage all along the line, to correspond with the changes in living costs and the industrial conditions of the country.

Such an arrangement would maintain a uniformity in the purchasing power of the employee's salary. Promotions would then be made by advancing a man's base salary to the next grade.

The determination of the base salaries would no doubt be a more or less complicated problem, but no more so than endeavoring to establish a just remuneration by any other means, and once determined it would simplify the adjustment from year to year. The framework for the establishment of the base salaries could be furnished by the chief of each bureau, who would work along certain fixed lines in estimating salaries for all employees outside of the purely clerical positions. The matter of base salaries for clerks of the first, second, third, and fourth classes should be easy of determination, and would be uniform in all of the departments. The great difficulty would be in adjusting a correspondingly fair salary for special and technical positions. However, it would seem that the whole matter can be worked out on a just and fair basis, and once determined the salary problem would adjust itself automatically.

GEO. S. BLISS,
Meteorologist, U. S. Weather Bureau.
Washington, D. C.

The Age of Deeds

By intelligent industry is meant industry in which the worker is thoughtfully developed to his best power and rewarded in proportion; where industrial conditions are sane, healthful and cooperative; where direction is sympathetic, constructive and wise.

Where a century ago industry was looked on as the poor relation, today it is the rich uncle of mankind; it is the field marshal in the army of prosperity and you need look no farther than the industry of the people to determine their ranking place in the affairs of the world. Where the United States stands today, industry has placed her.

If you are among the enlightened workers of the land, then you have contributed to that achievement; and by your industry in the future you will continue to bespeak the leadership of the world.

The age of words has closed; the age of deeds is with us.—*Dearborn Independent.*

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Federation Statistics

From Secretary-Treasurer Newmyer's Annual Report

RECEIPTS, JULY 1, 1918, TO JUNE 30, 1919

	July	August	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March	April	May	June	Total
Per capita tax	$4075.50	$5249.75	$4130.50	$3961.50	$5335.75	$5942.75	$6367.25	$4750.00	$7030.50	$5675.25	$8587.25	$9090.25	$70196.25
Magazine:													
Advertising				1577.59	1367.25	1338.75	1163.88	1217.38	1242.00	1257.62	1259.13	1203.93	11627.53
Subscription and sales	2.10			1.00	1.00	3.65	5.00	17.00	10.50	9.50	8.90	10.80	69.45
Addressograph work									55.02	3.63		7.73	66.38
Initiation fees	312.75	677.50	444.75	243.00	306.00	398.00	397.75	979.25	1836.50	701.50	1274.00	1775.25	9346.25
Charter fees		30.00	30.00	20.00	30.00	10.00	30.00	40.00	30.00	70.00	40.00	40.00	370.00
Buttons and pins					171.00	228.00	49.90	421.75	639.28	365.44	763.94	694.94	3334.25
Premiums—Bonds of local officers	17.50	5.00	7.50	22.15	13.76	20.00	20.00	5.00	17.50	50.00	25.00	29.50	187.91
Merchandise	54.50	23.12	52.90	45.85	38.33	37.24	60.37	41.76	81.51	40.75	57.14	171.66	705.03
Propaganda literature								1.80	15.18	36.81	30.45	1.80	86.04
Constitutions									5.00	0.50	0.95	3.00	9.45
Membership books							177.76	96.43	516.13	53.75	9.68	2.90	856.65
Miscellaneous refunds						5.25			2.75	149.61			157.61
Postage									3.51	3.27	2.50	1.16	10.44
Rent (sublease of offices)							130.00	130.00	130.00	130.00	140.00	150.00	810.00
Interest on bank account								36.97				25.50	62.47
Reinstatement fees	2.50	5.25	5.75	6.75	0.50								20.75
Subscriptions (Weekly Federal Employee)												10.00	10.00
Total monthly receipts	4464.75	5990.62	4671.40	5877.84	7263.59	7983.64	8401.91	7737.34	11615.38	8502.63	12198.94	13218.42	
Grand total													97926.46

STATEMENT SHOWING APPROXIMATE DISTRIBUTION OF INVESTMENTS AND EXPENDITURES
By months from July 1, 1918, to June 30, 1919

	July	August	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March	April	May	June	Total
Administrative Officers:													
Salary—													
H. M. McLarin	$208.32	$69.44											$277.76
L. C. Steward	181.30			$100.00	$100.00	$100.00	$100.00	$100.00	$100.00	$333.34	$333.34	$333.34	1781.32
W. E. Junker		15.00	$77.00	49.00	14.00	7.00	7.00					21.00	190.00
M. J. Leonard									20.30			12.00	32.30
Florence Etheridge			63.00	42.00					48.58		14.00	62.84	230.42
W. T. Griffith			90.00						32.30	34.35		59.85	216.50
C. F. Nagl			30.28				65.84					26.32	122.44
M. J. Gorman			77.66										77.66
S. T. Kinsell				15.99					25.99			85.28	127.26
C. L. Wiegand												10.00	10.00
E. J. Newmyer	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	291.66	291.66	1583.32
Expenses—													
H. M. McLarin	9.80												9.80
L. C. Steward	24.38	97.85				31.85	18.35	16.20	55.10	35.60		118.58	397.91
W. E. Junker	15.92	131.76	162.04	90.10	32.17	14.70	20.20		53.64			35.64	556.17
W. J. Burke			135.53										135.53
M. J. Leonard									50.00			15.82	65.82
Florence Etheridge			143.48	125.06				42.67	201.24				512.45
W. T. Griffith		150.00	89.89					150.00	117.70		150.00	79.90	737.49
C. F. Nagl			103.22				138.10					87.70	329.02
M. J. Gorman			131.57										131.57
S. T. Kinsell				29.82					24.58			122.44	176.84
C. L. Wiegand				22.84	32.00		67.66		94.62		10.00	16.22	243.34
E. J. Newmyer			50.43										50.43
Executive Officers:													
Salary and expenses	293.08	341.67	486.82	402.07	670.83	437.50	437.50	437.50	229.17	187.50	187.50	187.50	4298.64
Organizing:													
National Organizer—													
Salary	189.00	189.00	190.67	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	2368.67
Subsistence allowance	160.00	155.00	70.00	186.00	180.00	90.00	186.00	168.00	186.00	180.00	186.00	150.00	1897.00
Railroad fare	25.16	1.62		60.10	128.83	101.38	43.42		60.03	23.11	33.71	58.24	535.60
Miscellaneous	30.83	22.90	9.55	11.82		97.36	17.97		15.75	32.78	72.90	22.29	334.15
Special and Field Organizers	260.92	458.65	239.44	189.83	59.25	968.51	434.20	24.10	102.00	186.42	213.24	48.01	3184.57

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STATEMENT SHOWING APPROXIMATE DISTRIBUTION OF INVESTMENTS AND EXPENDITURES

By months from July 1, 1918, to June 30, 1919—*Continued*

	July	August	Sept.	Oct.	Nov.	Dec.	Jan.	Feb	March	April	May	June	Total
Office Expense:													
Salaries—employees	$842.74	$639.66	$533.35	$645.18	$573 63	$737.71	$772.79	$776.68	$800.61	$792.08	$765.96	$830 96	$8711.35
Telephone and telegraph	498 61	39.36	157.23	96.45	63 51	211.23	648.77	1132 11	159 27	186.56	309.06	1361 64	4862.80
Rent	65.00	65.00	65 00	65.00	65 00	65.00	300 00	300 00	300.00	300.00	310.00	320 00	2220.00
Postage	85.00	185.00	25.00	135.00	140.00	124.00	173.75	99.50	135.00	170.00	123 00	163.00	1558.25
Stationery and supplies	165.12	120.31	7.50	111.02	216.26	214.32	376.22	132.01	181 19	455.30	397 79	26.53	2394.57
Subscriptions to periodicals					2.80	11.80			2.20	10.00	6.00	4.20	37.00
Press-clipping service	26.22	30.94	17.98	5.00	5.00	5.34		7.56		5.00	5.00		108.04
Reference books		8.50		1.00					35.00	10.00		16.75	71.25
General expense	2.10	38.80	26.75	18.41	46.80	29.44	147.41	24.15	108 76	29.45	70 98	179 47	722.52
Membership books	131.81	86.38		229.60		969.88	508.54		31.50		1090.75		3048.46
Magazine investment				1500.00									1500.00
Magazine account				2876.12	2376.08	3308.73	3284 36	4024 22	4154.54	4126.34	4965.48	4777 44	33893.31
Addressograph							1219.65	1055.63	678.50	360.79	424.38	259 87	3998.82
Premiums—Bonds National and local officers	42.64	10 00	10 00	35.40	19.65	17.50	20.00	2.50	15.00	2.50	2.50	22.50	200.19
Propoganda	600.00	15 00	669 30		149 88		2 50	319 00		10.50			1766.18
Seals for locals		2 45	4.90	23.25	4.50	7.35	3 95	14 70	9.80	22.05	9 80	4.90	107.65
Furniture and fixtures	277.38	60 00		18.05	102 00	200.25	72 00	94 95	77.25	170.70	379 60	123 70	1575.88
Buttons and pins		123 61			152 80	326 83	340 43	256 28	437.29	71.39	291 90	118 58	2119.11
Affiliation (A. F. of L.)	147.10	149 95	133.83	141.52	184 68	208.00	222 85	166.25	246.07	262.50	241 69	318 15	2422.57
Assessment (A. F. of L.)		145.88											145 88
Liberty Bond				100.00	100.00	100.00	100 00	100	100.00	100.00		300.00	1000.00
Constitutions (printing)						132.75							132.75
Legislative expense							17 71			74.68	92.99	117.34	302.72
Personal property tax								12 60					12 60
Petty cash		10.00		20.00			10.00	10.00		10.00		10.00	70.00
Magazines from Local No. 2	854.01	863.82	915.70										2633.53
Auditing Committee		12.82								257.68			270.50
Engrossing charters and letters		9.75		7.50	6.00						1 50		24.75
Auditing books			30.00							85.00	12.00		127.00
Refund to Western Union					86.40								86.40
Convention expenses:													
N. F. F. E.	105.00	260.00	544.12	113.25									1022.37
A. F. of L.												687 79	687.79
Labor Press												30.18	30.18
Nat. Conf. Soc. Wkrs.												66.52	66.52
N. W. T. U. L.												15.71	15.71
Totals	5341.44	4610.10	5391.24	7766.38	5812.07	8818.43	10048.17	9766.61	9188.98	8824 62	11192 73	11799 86	
Grand total													98560.63

STATEMENT OF AMOUNT PAID TO THE NATIONAL BY EACH LOCAL UNION

And the purpose for which payments were made

No.	Name	Initiation	Per Capita	Miscellaneous	Total
1	San Francisco, Cal.	$252.25	$1610.25	$31.75	$1894.25
2	Washington, D. C.	4954.50	25425.50	2635.65	33015.65
3	Milwaukee, Wis.	31.25	363.50	8.88	403 63
4	New York, N. Y.	931.75	8336.00	85.06	9352.81
5	Atlanta, Ga.	8.00	114.75	4.97	127 72
6	Balboa Heights, C. Z.	131.00	2211.00	87.37	2429 37
7	Portland, Oreg.	48.00	561.00	29.08	638.08
8	Seattle, Wash.	46.75	399.00	52.22	497 97
9	Tacoma, Wash.	2.75	101.75	2.16	106.66
10	Norfolk, Va.	62.75	519.25	57.08	639.08
11	Spokane, Wash.	10.75	198.50	4.25	213.50
12	Helena, Mont.	15.25	232.75	6.26	254.26
13	Sioux City, Iowa	4.25	128.25	5.68	138 18
14	Minneapolis, Minn.	16.00	178.00	31.76	225.76
15	Rock Island, Ill.	114.75	1017.50	0.30	1132.55
16	Detroit, Mich.	29.50	175.00	11.49	215 99
17	Port Huron, Mich.	15.75	280.00	10.42	306 17
18	Niagara Falls, N. Y.		143.50	2.69	146 19
19	Buffalo, N. Y.	20.50	474.75	57.34	552 59
20	Omaha, Nebr.	28.25	329.00	12.99	370 24
21	Baltimore, Md.	51 50	1071.50	5 25	1128.25
22	New Orleans, La.	109 50	1041 75	20.06	1171 31
23	Philadelphia, Pa.	200 50	2113 00	110 62	2424 12
24	St. Louis, Mo.	103 00	788 00	22 08	913 08
25	Boston, Mass.	160 00	2001 75	90.35	2252 10
26	Montreal, Canada	18 50	507 75	15 97	542 22
27	Chicago, Ill.	129 00	872 25	59 88	1061 13
28	San Antonio, Tex.	190 50	714 50	67 72	972 72
29	Kansas City, Mo.	34 50	371 50	8 89	414 89
30	St. Joseph, Mo.	3 00	79 00	5 51	87 51
31	Wilmington, N. C.	4.50	25 75	34.02	64.27

(*Continued on page 599*)

STATEMENT SHOWING INCREASE IN MEMBERSHIP THROUGH INITIATIONS AND REINSTATEMENTS during the twelve months ended June 30, 1919

No.	Union	Total
1	San Francisco, Cal.	1026
2	Washington, D. C.	19875
3	Milwaukee, Wis.	127
4	New York, N. Y.	3727
5	Atlanta, Ga.	32
6	Balboa Heights, Canal Zone	580
7	Portland, Oreg.	198
8	Seattle, Wash.	187
9	Tacoma, Wash.	13
10	Norfolk, Va.	257
11	Spokane, Wash.	44
12	Helena, Mont.	63
13	Sioux City, Iowa	20
14	Minneapolis, Minn.	63
15	Rock Island, Ill.	459
16	Detroit, Mich.	116
17	Port Huron, Mich.	66
19	Buffalo, N. Y.	82
20	Omaha, Nebr.	119
21	Baltimore, Md.	206
22	New Orleans, La.	438
23	Philadelphia, Pa.	816
24	St. Louis, Mo.	412
25	Boston, Mass.	648
26	Montreal, Canada	76
27	Chicago, Ill.	516
28	San Antonio, Tex.	774
29	Kansas City, Mo.	143
30	St. Joseph, Mo.	9
31	Wilmington, N. C.	18

(*Continued on page 599*)

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STATEMENT OF AMOUNT PAID TO THE NATIONAL BY EACH LOCAL UNION

And the purpose for which payments were made—*Continued*

No.	Name	Initiation	Per Capita	Miscellaneous	Total
32	Sault Ste. Marie, Mich.	18.75	436.25	31.88	486.88
33	Galveston, Tex.	9.50	145.25	4.84	159.09
34	Blaine, Wash.	3.25	144.50	12.45	160.20
35	Brownsville, Tex.	19.25	122.00	0.16	141.41
36	Laredo, Tex.	11.00	136.50	4.07	151.57
37	Eagle Pass, Tex.	4.75	132.25	13.21	145.46
39	El Paso, Tex.	90.00	601.25	28.58	719.83
40	Albuquerque, N. M.	16.00	80.25	15.61	111.86
42	Oklahoma, Okla.	10.50	63.25	2.09	75.84
43	St. Paul, Minn.	5.25	42.75	10.75	58.75
44	Fort Worth, Tex.	5.00	22.00	.....	27.00
45	Lawrence, Kans.	3.75	106.75	.....	110.50
46	Chilocco, Okla.	5.75	131.75	3.31	140.81
47	Muskogee, Okla.	14.25	383.75	18.92	416.92
48	Pawhuska, Okla.	2.25	73.75	0.66	76.66
49	Leavenworth, Kans.	40.75	434.00	28.25	503.00
50	Tomah, Wis.	1.75	48.50	.....	50.25
51	Hingham, Mass.	45.00	1218.50	13.00	1276.50
52	Hayward, Wis.	3.00	70.75	8.10	81.85
53	Des Moines, Iowa.	7.00	69.50	26.53	103.03
54	Superior, Wis.	.....	33.00	2.59	35.59
55	Duluth, Minn.	6.75	144.00	26.76	177.51
57	White Earth, Minn.	1.75	69.50	1.62	72.87
58	Harlem, Mont.	2.25	49.00	0.88	52.13
59	Charleston, S. C.	35.75	215.25	40.45	291.45
60	Missoula, Mont.	4.75	401.50	9.60	415.85
62	Los Angeles, Cal.	9.00	244.25	3.90	257.15
63	San Diego, Cal.	29.50	398.00	24.30	451.80
64	Yuma, Ariz.	7.25	26.75	37.93	71.93
65	Phoenix, Ariz.	6.00	22.75	7.70	36.45
66	Pittsburgh, Pa.	41.25	637.25	22.50	701.00
67	Jersey City, N. J.	9.25	131.00	16.24	156.49
68	Rochester, N. Y.	8.00	90.50	29.03	127.53
69	Portsmouth, Va.	8.00	82.50	17.46	107.96
70	Calais, Me.	$2.75	$157.25	$2.49	$162.49
71	Washington, D. C.	156.25	439.00	3.10	598.35
72	Iona Island, N. Y.	12.00	429.00	54.97	495.97
73	Cleveland, Ohio.	4.50	115.25	0.25	120.00
74	Woods Hole, Mass.	.....	33.75	0.56	34.31
75	Cincinnati, Ohio.	18.50	193.75	21.70	233.95
76	Vallejo, Cal.	57.25	553.50	8.70	619.45
78	Indianapolis, Ind.	11.00	73.50	5.92	90.42
79	Louisville, Ky.	16.00	147.50	5.73	169.23
80	Trenton, N. J.	5.50	100.50	9.19	115.19
81	Tucson, Ariz.	9.50	112.50	5.63	127.63
82	Leadville, Colo.	1.25	19.75	4.10	25.10
84	Occoquan, Va.	7.00	117.50	3.40	127.90
85	Nogales, Ariz.	10.50	60.25	1.20	71.95
86	East St. Louis, Ill.	3.50	183.25	3.12	189.87
87	Portland, Me.	17.00	324.75	4.58	346.33
88	Bangor, Me.	1.50	37.25	5.89	44.64
89	Washington, D. C.	53.50	277.75	10.45	341.70
90	Portsmouth, N. H.	14.75	301.25	16.96	422.96
91	Hot Springs, Ark.	2.50	47.00	.....	49.50
92	Lewiston, N. Y.	1.50	57.75	0.13	49.38
93	Bremerton, Wash.	60.25	389.75	48.78	498.78
94	Mobile, Ala.	1.50	48.75	.....	50.25
95	Montgomery, Ala.	4.00	42.75	1.35	48.10
96	Peoria, Ill.	30.75	250.00	9.14	289.89
97	Nashville, Tenn.	.....	2.00	3.00	5.00
98	St. Louis, Mo.	7.75	40.00	6.00	53.75
99	Dover, N. J.	39.00	236.25	63.04	338.29
100	Kearney, N. J.	2.25	.....	10.00	12.25
101	Springfield, Mass.	14.00	30.25	24.23	68.48
102	Denver, Colo.	39.50	183.25	39.64	262.39
103	Hartford, Conn.	15.50	88.00	25.58	129.08
104	Providence, R. I.	15.00	35.25	12.05	62.30
105	Women's Union B. of E. & P.	191.50	4419.50	936.57	5547.57
106	Wichita, Kans.	9.25	33.75	12.60	55.60
107	Newark, N. J.	2.00	.....	13.60	15.60
108	Little Rock, Ark.	12.00	32.00	14.12	58.12
109	Houston, Tex.	4.00	3.25	10.00	17.25
110	Wilmington, Del.	8.75	.....	17.04	25.79
111	Richmond, Va.	12.75	.....	.....	12.75
112	Red Bank, N. J.	56.75	278.00	12.40	347.15
113	Malta, Mont.	4.50	12.25	10.00	26.75
114	Evansville, Ind.	6.50	10.25	10.00	26.75
115	Salt Lake City, Utah.	12.75	21.75	5.00	39.50
116	Wyandotte, Okla.	6.25	22.00	10.00	38.25

(*Continued on page* 600)

STATEMENT SHOWING INCREASE IN MEMBERSHIP THROUGH INITIATIONS AND REINSTATEMENTS during the twelve months ended June 30, 1919—*Continued*

No.	Union	Total
32	Sault Ste. Marie, Mich.	79
33	Galveston, Tex.	38
34	Blaine, Wash.	13
35	Brownsville, Tex.	87
36	Laredo, Tex.	44
37	Eagle Pass, Tex.	19
39	El Paso, Tex.	360
40	Albuquerque, N. M.	68
42	Oklahoma, Okla.	42
43	St. Paul, Minn.	21
44	Ft. Worth, Tex.	20
45	Lawrence, Kans.	17
46	Chilocco, Okla.	24
47	Muskogee, Okla.	59
48	Pawhuska, Okla.	9
49	Leavenworth, Kans.	167
50	Tomah, Wis.	7
51	Hingham, Mass.	182
52	Hayward, Wis.	12
53	Des Moines, Iowa.	28
55	Duluth, Minn.	31
57	White Earth, Minn.	10
58	Harlem, Mont.	7
59	Charleston, S. C.	144
60	Missoula, Mont.	19
62	Los Angeles, Cal.	45
63	San Diego, Cal.	118
64	Yuma, Ariz.	29
65	Phoenix, Ariz.	25
66	Pittsburgh, Pa.	169
67	Jersey City, N. J.	37
68	Rochester, N. Y.	32
69	Portsmouth, Va.	32
70	Calais, Me.	11
71	Washington, D. C.	625
72	Iona Island, N. Y.	48
73	Cleveland, Ohio.	20
75	Cincinnati, Ohio.	76
76	Vallejo, Cal.	329
78	Indianapolis, Ind.	45
79	Louisville, Ky.	64
80	Trenton, N. J.	24
81	Tucson, Ariz.	39
82	Leadville, Colo.	5
84	Occoquan, Va.	28
85	Nogales, Ariz.	45
86	East St. Louis, Ill.	17
87	Portland, Me.	69
88	Bangor, Me.	6
89	Washington, D. C.	214
90	Portsmouth, N. H.	60
91	Hot Springs, Ark.	10
92	Lewiston, N. Y.	7
93	Bremerton, Wash.	241
94	Mobile, Ala.	6
95	Montgomery, Ala.	17
96	Peoria, Ill.	123
98	St. Louis, Mo.	32
99	Dover, N. J.	156
100	Kearney, N. J.	9
101	Springfield, Mass.	53
102	Denver, Colo.	160
103	Hartford, Conn.	62
104	Providence, R. I.	60
105	Women's Union B. of E. & P.	765
106	Wichita, Kans.	37
107	Newark, N. J.	8
108	Little Rock, Ark.	48
109	Houston, Tex.	16
110	Wilmington, Del.	93
111	Richmond, Va.	51
112	Red Bank, N. J.	237
113	Malta, Mont.	18
114	Evansville, Ind.	26
115	Salt Lake City, Utah.	52
116	Wyandotte, Okla.	25
117	Savannah, Ga.	112
118	Fort Riley, Kans.	28
119	Riverside, Cal.	35

(*Continued on page* 600)

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STATEMENT OF AMOUNT PAID TO THE NATIONAL BY EACH LOCAL UNION

And the purpose for which payments were made—*Continued*

No.	Name	Initiation	Per Capita	Miscellaneous	Total
117	Savannah, Ga.	28.00	37.25	14.25	79.50
118	Fort Riley, Kans.	7.00	25.75	20.00	52.75
119	Riverside, Cal.	8.75	16.50	18.75	44.00
120	Charleston, W. Va.	17.75	15.50	14.50	47.75
121	Wheeling, W. Va.	30.75	13.00	10.00	53.75
122	Atlanta, Ga.	73.50	78.50	26.25	178.25
123	Del Rio, Tex.	5.75	11.25	9.00	26.00
124	Annapolis, Md.	23.25	22.00	12.00	57.25
125	Ogden, Utah.	29.75	18.75	26.00	74.50
126	Albany, N. Y.	9.50	9.25	15.00	33.75
127	Honolulu, Hawaii	4.50	4.50	11.00	20.00
128	Watervliet, N. Y.	11.00	11.75	19.50	42.25
129	Crown Point, N. M	4.50		10.00	14.50
130	Chelsea, Mass.	18.75		10.00	28.75
131	Tuscaloosa, Ala.	8.25		10.00	18.25
132	Watertown, Mass.	86.50	27.75	15.00	129.25
133	Pawnee, Okla.	4.00		15.00	19.00
134	Huntington, W. Va.	18.50		10.00	28.50
135	Vicksburg, Miss.	3.00		7.00	10.00
136	Wharton, N. J.	23.00	8.75	1.25	33.00

STATEMENT SHOWING INCREASE IN MEMBERSHIP THROUGH INITIATIONS AND REINSTATEMENTS during the twelve months ended June 30, 1919—*Continued*

No.	Union	Total
120	Charleston, W. Va.	72
121	Wheeling, W. Va.	123
122	Atlanta, Ga.	294
123	Del Rio, Tex.	23
124	Annapolis, Md.	96
125	Ogden, Utah.	119
126	Albany, N. Y.	38
127	Honolulu, Hawaii	18
128	Watervliet, N. Y.	44
129	Crown Point, N. M.	18
130	Chelsea, Mass.	75
131	Tuscaloosa, Ala.	33
132	Watertown, Mass.	346
133	Pawnee, Okla.	16
134	Huntington, W. Va.	74
135	Vicksburg, Miss.	12
136	Wharton, N. J.	92
	Grand total for year	38693

REPORT OF COMMITTEE ON EDUCATION

The following report was submitted by Chairman Ryan (Washington, No. 2), of the Committee on Education and adopted by the convention:

In the judgment of the Committee on Education the work of education in the NATIONAL FEDERATION OF FEDERAL EMPLOYEES should center about two main purposes:

(*a*) Promotion of anything that helps to bring about free, universal, public education for the community, state and nation. This is one of the cardinal principles of every labor organization.

(*b*) Direct education of our own members in the history, progress, and problems of the organized labor movement, and the history and development of the government service. The committee believes that a special obligation rests upon an organization like ours to see to it that the membership has a thorough and complete understanding of the Trade Union movement and our part in it.

The committee therefore recommends:

1. That the Federation continue its policy of close cooperation with the American Federation of Teachers.

2. That the convention hereby approves the Smith-Towner bill, creating a department of education and providing federal aid to raise the salaries of teachers throughout the United States. (By the way, the American Federation of Teachers has about 130 unions at the present time.)

3. That officers and members of the locals of this Federation give special attention wherever possible to the teachers' union movement in their localities, helping the teachers to organize and affiliate with Local and State labor bodies.

4. That each local be urged to appoint an education committee that shall take an active part in the educational work of the union and the general educational affairs of the community.

5. That the delegates to this convention call to the special attention of their locals the series of articles on the history of labor movement now running in the magazines, to the end that this information be as widely distributed among the membership as possible.

6. That the Executive Council be asked to take under consideration the possibility of maintaining a regular page on education in the magazine, to be devoted to the educational program of the Federation, and the issuing of suitable pamphlet material for the use of the locals, on the subjects related to labor problems.

In connection with the recommendation regarding the Teachers' Union movement it is particularly fitting that this convention should endorse that movement again here in this city, since California has the first State Federation of Teachers' Unions, and we think the labor people throughout this State will agree that that has assumed an importance both to labor and to teachers.

New Locals Formed in Alaska and Mississippi

The invasion of Alaska has begun with the formation of Local No. 146, at Ketchikan, in that vast territory through the efforts of our national headquarters. A temporary organization has been effected by the election of J. M. Wyckoff, president, and W. G. Strench, secretary. Among the members are employees of the Lighthouse, Forest, Customs, and Immigration Services. The prospect for a considerable increase in membership in the near future seems to be bright.

Largely through the efforts of President H. H. Weir, of the Mississippi State Federation of Labor, attached to the U. S. Employment Service, and Mr. J. H. Jaqua, who has been elected president of the new union, a local (No. 145) has been formed at Meridian, Mississippi. The membership is composed of employees of the Weather Bureau, Department of Agriculture, and the Employment Service, Department of Labor. Mrs. Frances M. Mitchell is secretary of the local.

THE NEW EXECUTIVE COUNCIL

AS THE result of the action of the Convention three new members will sit at the Executive Council table during the next year: CHARLES F. HUTCHINSON, of San Francisco, No. 1; MISS GERTRUDE M. MCNALLY, of Washington, No. 105, the Women's Union of the Bureau of Engraving and Printing; and CLIFFORD A. PERKINS, of El Paso, No. 39.

Brother HUTCHINSON was elected to fill the vacancy caused by the retirement, after three years of active and valuable service in behalf of the organization, of Brother WILLIAM T. GRIFFITH, of El Paso, No. 39, who declined to be a candidate owing to the severance of his connection with the federal service on his election some months ago as a member of the Board of Aldermen of El Paso.

Sister MCNALLY and Brother PERKINS were the choice of the Convention to fill the two additional places on the Council just provided for by the amendment of the constitution.

The remaining members of the Council occupy the same positions as last year, namely: LUTHER C. STEWARD, President, Kansas City, No. 29; WILLIAM E. JUNKER, First Vice-President, New York City, No. 4; MARTIN J. LEONARD, Second Vice-President, Watertown, No. 132; FLORENCE ETHERIDGE, Third Vice-President, Chilocco, No. 46; CHARLES F. NAGL, Fifth Vice-President, Chicago, No. 27; S. TYSON KINSELL, Sixth Vice-President, Philadelphia, No. 23; CHARLES L. WIEGAND, Seventh Vice-President, Baltimore, No. 21.

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The Gentleman from Texas

"Ay Casca: tell us what hath chanced today, that Cæsar looks so sad"

The following extracts from the Congressional Record of September 16, 1919 (pages 5849-5859), are offered to the readers of THE FEDERAL EMPLOYEE *for their consideration, without comment.*—EDITOR.

MR. NOLAN. Mr. Speaker, in asking permission to take up the time of this House for forty minutes, I have done so rather reluctantly. I do not desire to engage in controversies any more than anyone else. I do not shirk them when they come. The gentleman from Texas (Mr. Blanton) on one occasion, in an extension of remarks covering approximately twenty-three pages of the *Congressional Record*, saw fit to attack the Joint Committee on Labor of the House and Senate, and also the gentleman from New York (Mr. MacCrate) and myself, by inserting in the *Record* certain statements regarding happenings before that joint committee, to which I shall later refer. The other day the gentleman from Texas, in addressing the House, referred to a certain document which he claimed was libelous, and which he said slandered him, which he stated I had sought to circulate or give to the press. In that connection I will state that I have had pretty stormy times during my career, but I have never fought a man in any manner except according to the rules of the game, and when I find a man surreptitiously attacking me in the *Record* I have not much regard for the proprieties in the way in which I handle that individual.

On the morning of the day that the Secretary of Labor returned his answer in response to House Resolution 225 I was aware of the fact that that document was coming down here, because I inquired at the department the day before and was informed that it would be laid before the House the following morning. I went to the Speaker's clerk, Mr. Cannon, before the House convened on that day and asked him if that report of the Secretary of Labor would be laid formally before the House, so that I might have an opportunity to ask that this letter that I am going to refer to might be read from the clerk's desk. He told me that the *Record* would show the following day that this communication had been received, but that it would be referred to the Committee on Labor.

I insert at this point the letter of the Secretary of Labor in reply to House resolution 225 [the text of the resolution appears on page 603]:

DEPARTMENT OF LABOR,
OFFICE OF THE SECRETARY,
Washington, August 28, 1919.

The SPEAKER,
The House of Representatives.

SIR: I have the honor to acknowledge the receipt of attested copy of House resolution 225, dated August 14, 1919, directing the Secretary of Labor to report forthwith to the House of Representatives of the United States of America the following facts:

"(1) Copies of all such instructions mentioned by John B. Densmore as having been received by him during the months of

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HON. JOHN I. NOLAN

May, June, July, August, September, and October, 1918, he having said:

"SAN FRANCISCO, CAL., *November* 1, 1918.
"HON. W. B. WILSON,
"Secretary of Labor, Washington, D. C.

"SIR: Pursuant to instructions received from time to time during the past six months, I have the honor to report that I have conducted a secret and altogether informal inquiry into the Mooney case, and beg leave to submit herewith the results of my investigations."

The only instructions issued to John B. Densmore in connection with the Mooney case were oral instructions that he (Mr. Densmore) should get any additional information that might be of value in securing a full understanding of the case for submission to the President and if necessary to the Governor, and to utilize the services of the immigration inspectors assigned to him for the investigation of frauds in immigration cases for that purpose.

"(2) The names of all persons who, under the direction of any branch of the Department of Labor, had anything to do with the investigation of Thomas J. Mooney, charged with and convicted for heinous crime in California, stating in detail their respective activities, the amount of compensation paid them, respectively, and the expenses of such investigation itemized in detail during the six months between May 1 and November 1, 1918."

The representatives of the Department of Labor who investigated the Mooney case were at the same time cooperating with the Department of Justice in securing evidence in other criminal cases. It is not deemed compatible with the public interest to make public the names of these persons or to itemize their expenses. The total salaries of the inspectors referred to during the period of investigation amounted to $6,101.68. The total of all other expenses incurred by or for them was $1,043.02.

"(3) What connection in behalf of the Department of Labor, if any, since the punishment of said Thomas J. Mooney was commuted to life imprisonment, and since November 1, 1918, has any employee of the Department of Labor had with said case of Thomas J. Mooney, stating such activities in detail, the expense of same itemized in detail, and upon what authority of law, attaching copies of all reports made thereunder to the Department of Labor."

The Department of Labor, through its Immigration Bureau, is directed to deport alien anarchists. Its investigations in these cases have developed clues that lead to the Mooney case. It is continuing these investigations, and it is not deemed compatible with the public interest to disclose at this time its activities in detail, to itemize its expenses in detail, or to attach copies of reports thereunder to the Department of Labor. The authority of law is found in the act of February 5, 1917, and the act of October 16, 1918.

"(4) What activities, if any, are now being conducted in behalf of Thomas J. Mooney?"

It is not deemed compatible with the public interest to make public the present activities of the department that affect the case of Thomas J. Mooney.

"(5) Attach copies of vouchers of McPherson, Kelly, and Kilmer for July, 1918, covering their trip from San Francisco to Los Angeles, the purpose of such trip, and expense of same itemized."

There are no vouchers of McPherson, Kelly, and Kilmer for July, 1918, covering any trip from San Francisco to Los Angeles. No such trip has been authorized by the Department of Labor, nor has any expense been incurred in connection with any such trip. There is not now and there has not been any McPherson or Kilmer on the rolls of the Department of Labor. There is a John A. Kelly and there was a T. R. Kelly in the Employment Service of the department at San Francisco, a Henry Kelly in the Immigration Service at Tucson, Ariz., and a William P. Kelly in the Immigration Service at Boston, Mass., none of whom has ever made any trip from San Francisco to Los Angeles at the expense of the Department of Labor.

"(6) Attach copy of letter of instructions sent by John B. Densmore to H. L. Cobb after Cobb was sent to Texas on propaganda trip for Employment Bureau, and expense of trip itemized in detail."

H. L. Cobb was not sent to Texas on a propaganda trip. He was sent on official business of the Employment Service. No instructions were sent by John B. Densmore to H. L. Cobb after Cobb was sent

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to Texas. The itemized expense account of Mr. Cobb is herewith attached.

"(7) Attach all reports of Gallagher and Martin for their six weeks spent in Philadelphia, spring of 1919, investigating F. R. Welsh, with statement of expenses fully itemized in detail."

There have been no "reports of Gallagher and Martin for their six weeks spent in Philadelphia, spring of 1919, investigating F. R. Welsh," received by this department or any of its bureaus or services. There is no person by the name of Gallagher employed by the department. There is an Albert S. Martin in the Immigration Service at El Paso, Tex.; an Alice M. Martin in the Immigration Service at Ellis Island, N. Y.; an Isaac Martin in the Immigration Service of Charlotte, N. Y., [*sic*] and an Arthur S. Martin, clerk, in the department at Washington, D. C., none of whom has ever made any investigation of F. R. Welsh. The department has never made any investigation of F. R. Welsh, and consequently there has been no expense incurred for that purpose.

"(8) Attach report of John B. Densmore on Immigration Service investigation at San Francisco, with full statement of expense thereof itemized in detail."

The report of John B. Densmore on Immigration Service investigation at San Francisco is herewith attached. As this investigation was made in cooperation with the Department of Justice, it is not deemed compatible with the public interest to state the expenses thereof itemized in detail.

Respectfully submitted,

W. B. WILSON,
Secretary of Labor.

That afternoon shortly after the House convened I told the Speaker of this House—and he will verify my statement—that I had intended, if he had laid that reply of the Secretary of Labor before the House, to ask unanimous consent to have read from the clerks' desk a document that would throw light on House resolution 225, and especially upon the report of the Secretary of Labor, which was a very dignified report. Inasmuch as I am deprived of the opportunity of extending my remarks in the *Record*—I intended to refer to only part of it—I am going to take the time to read the letter that I received, and before I read it I am going to tell you exactly what happened.

I received this communication somewhere about August 22. It was sent to the Speaker, to the members of the Committee on Labor, to all [here are mentioned the names of a number of members of the House] who took part in the debate in the House when House resolution 225 was under consideration—to the distinguished Secretary of Labor, to Senator Kenyon of Iowa, to Senator Culberson of Texas, to Senator Sheppard of Texas; and a copy was sent to the Hon. Thomas L. Blanton, which I presume the gentleman received. I was a little bit doubtful about giving much consideration to the proposition, and I tried to find out who the author was.

Mr. BLANTON Mr. Speaker, a point of order.

The SPEAKER pro tempore. The gentleman will state his point of order.

Mr. BLANTON. Mr. Speaker, under the Constitution of the United States and under Jefferson's Manual of Rules, it is provided that the motives of a Member of the House of Representatives concerning matters that are connected with business on the floor of the House cannot be impugned or drawn into question by another Member.

Under that constitutional provision and privilege and under the privilege granted by Jefferson's Manual, to the exact section to which I shall cite the Chair, if he desires, I submit to the Chair that if a Member cannot impugn the motives of another Member concerning business of the House and his attitude toward public business, then for that much greater reason a Member may not read from the floor

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of the House a scurrilous document which is anonymous in its character and which seeks to bring into disrepute the motives of a Member of Congress concerning his actions with respect to public business. The Chair is familiar with this document which the gentleman from California (Mr. Nolan) seeks to read, because a copy was sent to him, as stated by the gentleman. I can produce proof, if the Chair so desires, that the document is anonymous, prepared by parties who kept their names in the dark, and that only recently, when required by members of the press to disclose their identity, did they disclose it.

Mr. NOLAN. I want to say that after careful investigation I found the author of this document.

He produced a satisfactory affidavit and proved to my satisfaction that he and another gentleman or two collaborated in preparing the document, and he furthermore offered to take me down town to a hotel where he registered as C. H. Mathews and prove he was the man who signed this document, C. H. Mathews, that reached the membership of this House. I also intend to prove to the satisfaction of every Member of this House that this communication, anonymous as it is, was made the basis by the gentleman from Texas for the resolution that passed this House. He told this House he had the facts in his possession to back it up.

Mr. WELLING. Does not the document itself bear internal evidence, while it was still an anonymous document, that the gentleman from Texas was operating under it?

Mr. NOLAN. Absolutely, on the face of it. [Applause.] And if the gentleman from Texas wants his constituents, as he always says he does, to know the facts, it would be better for him to allow this thing to go in and then defend himself before his constituents on the stump in the next election.

The SPEAKER pro tempore. The Chair is ready to rule. Up to this time the gentleman from California has remained within his rights. If during the time of the gentleman from California he should undertake to read any matter it is with the gentleman from Texas or any other Member as to whether or not he shall object. Or if objectionable statements are made or read by the gentleman from California the gentleman from Texas or any other Member of the House may ask that such statements be taken down.

[After further discussion and strenuous efforts on the part of Mr. Blanton to prevent the reading of the communication referred to by Mr. Nolan, on motion of Mr. Longworth of Ohio the House voted Mr. Nolan permission to read the letter—ayes 237, nays 14, answered "present" 4, not voting 175.

Mr. Blanton then attempted to make another point of order against the reading of the letter but was overruled by the Speaker, and Mr. Nolan was directed by the Speaker to proceed.]

Mr. NOLAN. Mr. Speaker, I do not approve of any man or set of men trapping other men through anonymous communications. I do not approve of the methods adopted in this instance, except as I think the House of Representatives is interested; and if it were not for the fact that I made an investigation to find out the author of this document, and found out there was a person in Washington who sent this communication, I would never even have attempted to have it published, much less bring it to the attention of the House.

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I have here an affidavit made by one George Parson, who signed himself, "C. H. Mathews," and I would like to take time to read this, but I will insert it in the *Record*.

Mr. Speaker, I want the House to know that I did make some investigation of it, and, as you authorized me to read this communication, I deem it my duty to publish the affidavit made by George Parson, the author of this communication signed "C. H. Mathews." I want you to understand that, so far as I know, this man is willing to appear before any committee of this House or before anybody to back up this communication that is anonymous, so called. And, inasmuch as there is not anything to my motion that transgresses the rules of the House in this affidavit, I ask that it be published in the *Record* for the benefit of the Members of the House.

SEVERAL MEMBERS. Read it!

Mr. BLANTON. Mr. Speaker, a point of order. I have not seen the communication. I would like to hear it read.

Mr. NOLAN. It is as follows:

WASHINGTON,
District of Columbia, ss:

Personally appeared before me this 28th day of August, 1919, George Parson, who being first duly sworn deposes and says: That he is now, and has been during the past year, an employee of the United States Department of Labor; that on or about the 28th day of July, 1919, he drafted a letter to the Hon. Thomas L. Blanton, a Member of the United States House of Representatives, of which the attached carbon copy, marked "Exhibit A," is the original first carbon or fac simile; that this letter was subsequently placed in a plain envelope bearing the proper amount of postage and mailed to the said Thomas L. Blanton at his official Washington address; that to the best of affiant's knowledge and belief the various statements contained in the said letter which reflect in any way upon the Department of Labor or the officials thereof are all purposely false and misleading.

Deponent further states that on the 15th day of August, 1919, he drafted a second letter to the said Thomas L. Blanton; that the attached carbon copy, marked "Exhibit B," is the original first carbon or fac simile of this second letter, which was mailed, as in the first instance, to the said Thomas L. Blanton at his official address in Washington, D. C.; that in response to the suggestion made in this second letter there did appear in the personal column of the *Washington Evening Star* for the 16th day of August, 1919, an advertisement addressed to 'Sidney" and signed Helen," which advertisement affiant is morally certain was caused to be inserted in the said paper by the said Thomas L. Blanton.

That affiant subsequently drafted a circular letter addressed under date of August 21, 1919—

Which, by the way, is the letter the House has authorized me to read—

to the Hon. Frederick H. Gillett and other Members of the House and Senate of the United States, as well as to the Hon. W. B. Wilson, Secretary of Labor, setting forth the above and other facts relating to the two letters mentioned; that the attached "Exhibit C" is a sample copy of this circular letter, similar in all respects, even to the matter of the paper upon which it is written, to those mailed to the various Members of Congress and to the Secretary of Labor.

That on August 21, 1919, with copies of these circular letters in his possession affiant proceeded to the Capitol Park Hotel, on Union Station Plaza, in the City of Washington and District of Columbia, and did there register as a guest of the said hotel under the purely fictitious name of C. H. Matthews of Chicago; that he was assigned to room 58, on the south side of the hotel and on the floor immediately above the lobby.

That he occupied this room from about noon on August 21 to about 8 o'clock on the following morning; that during this time he was rung up on the telephone by a confederate on the outside who sought to convey the impression in the minds of the hotel clerks that affiant was a union-labor man visiting the city to confer with labor leaders.

That affiant's sole idea and purpose in thus posing as a labor man by the name of Matthews, from Chicago, was to furnish himself with a bogus personality in order the more successfully to expose the said Thomas L. Blanton and his methods of antagonizing the Federal Department of Labor.

That on the morning of August 22, 1919, affiant mailed the various copies of the circular letter above mentioned at the central postoffice near Union Station, using first-class postage and special-delivery stamps for the purpose.

That the above action from first to last was initiated and carried through without the knowledge of any of affiant's official superiors and with the sole cooperation of I. H. McCarty, another inspector in the United States Department of Labor.

GEORGE PARSON.

Subscribed and sworn to before me this 28th day of August, 1919.

(Seal) ROBERT E. BRIGGS,
Notary Public in and for the District of Columbia.

Now, Mr. Speaker, this gentleman called on me prior to his visit to the press gallery, which he speaks about, because I wanted to find out if there was a man who passed as C. H. Matthews, and if there was such an individual as C. H. Matthews, and he presented this affidavit to me, and also asked me to accompany him to the Capitol Park Hotel, where he said the clerk or those in charge of that hotel would identify him as the man who registered as C. H. Matthews, the author of this so-called anonymous communication which the gentleman Texas (Mr. Blanton) quoted liberally from the other day, all for his own benefit.

Mr. Speaker, I am going to try to read this letter so that I will come within the rules of the House. I do not want to read anything in it that transgresses the rule of the House. I would be willing to submit the letter——

SEVERAL MEMBERS. Read it!

A MEMBER. You have a right to read it to the House.

Mr. NOLAN. This is the letter:

WASHINGTON, D. C., *August* 21, 1919.

To HONS. FREDERICK H. GILLETT; JOHN M. C. SMITH; JOHN I. NOLAN; IRA G. HERSHEY; FREDERICK N. ZIHLMAN; NORMAN J. GOULD; OSCAR E. BLAND; JOHN MACCRATE; B. FRANK MURPHY; JAMES P. MAHER; WALTER A. WATSON; JOHN J. CASEY; WILLIAM L. CARSS; WILLIAM D. UPSHAW; WILLIAM N. VAILE; RUFUS HARDY; SAMUEL C. MAJOR; GEORGE HUDDLESTON; JOSEPH WALSH; CHAMP CLARK; PHILIP P. CAMPBELL; JAMES B. ASWELL; FRANK W. MONDELL; HALVOR STEENERSON; STUART F. REED; W. B. WILSON, Secretary of Labor; WILLIAM S. KENYON, United States Senate; CHARLES A. CULBERSON, United States Senate; MORRIS SHEPPARD, United States Senate.

(Copy to Hon. THOMAS L. BLANTON.)

GENTLEMEN: In order to disclose to the friends of labor and the public at large the questionable methods occasionally made use of by Representative BLANTON, of Texas, three members in good standing of the American Federation of Labor recently subjected him to a novel test. If you will have the goodness to wade through the following details, which are not wholly lacking in interest, you will gain a comprehensive insight into the facts and be in a position to estimate at its true worth any explanation that the gentleman from Texas may have the effrontery to offer in defense of himself.

The object of the test to which the three union-labor men put Mr. Blanton was simply to satisfy themselves that his utterances on the floor of Congress were frequently based on irresponsible and incompetent data. They wanted to demonstrate, in other words, that he seldom or never investigates the truth or falsity of his information before giving voice to it in the House of Representatives.

They accomplished their object by writing the gentleman from Texas a letter. It was not an ordinary missive by any means. The claim will doubtless be made (and will certainly not be denied) that as a letter it was highly improper and reprehensible. Its principal and most glaring characteristic was a certain Blantonese carelessness in handling the truth. Perhaps this was the reason that the letter made such a favorable impression on the gentleman from Texas. But let the letter speak for itself.

This letter, as I gather from the affidavit, was written on or about July 28, and House resolution 225 was introduced into this House on August 1, a few days after. I insert the resolution at this point to show how the gentleman from Texas acted after receiving this letter.

RESOLUTION

Resolved, That the Secretary of Labor be, and he is hereby, directed to report forthwith to the House of Representatives of the United States of America the following facts:

(1) Copies of all such instructions mentioned by John B. Densmore as having been received by him during the months of May, June, July, August, September, and October, 1918, he having said:

SAN FRANCISCO, CAL.,
November 1, 1918.

"Hon. W. B. WILSON,
"*Secretary of Labor, Washington, D. C.*

"SIR: Pursuant to instructions received from time to time during the past six months, I have the honor to report that I have conducted a secret and altogether

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informal inquiry into the Mooney case, and beg leave to submit herewith the results of my investigation."

(2) The names of all persons who, under the direction of any branch of the Department of Labor, had anything to do with the investigation of Thomas J. Mooney, charged with and convicted for heinous crime in California, stating in detail their respective activities, the amount of compensation paid them respectively, and the expenses of such investigation itemized in detail during the six months between May 1 and November 1, 1918.

(3) What connection in behalf of the Department of Labor, if any, since the punishment of said Thomas J. Mooney was commuted to life imprisonment, and since November 1, 1918, has any employee of the Department of Labor had with said case of Thomas J. Mooney, stating such activities in detail, the expense of same itemized in detail, and upon what authority of law, attaching copies of all reports made thereunder to the Department of Labor.

(4) What activities, if any, are now being conducted in behalf of Thomas J. Mooney.

(5) Attach copies of vouchers of McPherson, Kelly, and Kilmer for July, 1918, covering their trip from San Francisco to Los Angeles, the purpose of such trip and expense of same itemized.

(6) Attach copy of letter of instructions sent by John B. Densmore to H. L. Cobb after Cobb was sent to Texas on propaganda trip for Employment Bureau and expense of trip itemized in detail.

(7) Attach all reports of Gallagher and Martin for their six weeks spent in Philadelphia, spring of 1919, investigating F. R. Welsh, with statement of expenses fully itemized in detail.

(8) Attach report of John B. Densmore on Immigration Service investigation at San Francisco, with full statement of expense thereof itemized in detail.

—

[Confidential.]

DEAR MR. BLANTON: Please consider this confidential, as I would probably lose my job if it became known that I had passed you any official information. My immediate chief is a martinet, while the higher-ups—but you know what the higher-ups are. Please introduce a resolution in the House calling upon the Secretary of Labor for a copy of Densmore's report in the latter's Immigration Service investigation at San Francisco. In this report you will find a reference to the Hon. Judge F. W. Henshaw and his excellent article on "Our Relations with Japan," written from the standpoint of immigration economics; the judge's abilities and personal standing are extolled in the highest terms. This is the same Henshaw so mercilessly crucified in Densmore's Mooney report.

By the way, the immigration report was transmitted by the Secretary of Labor, and any Member of the House can have access to it. It is printed as a public document.

"In fact, so far as Henshaw is concerned, Densmore's Immigration Service report completely nullifies and repudiates his Mooney report. Densmore eats his own words and takes back all the slanders previously spread concerning Henshaw."

There is not a word in the immigration report about Henshaw.

"There is another point you ought to look up: In Densmore's immigration investigation a crook by the name of Hinklemeyer was trapped by Densmore's dictaphone in the act of accepting $4,500 in marked bills, paid over to him by Densmore's operatives. This was not stage money, but was obtained by Densmore through regular channels on what is known as a 'blue voucher—expenses that cannot be itemized.' It has never been paid back. The only way possible to get at the facts is by passing a resolution directing the Secretary to furnish all the facts in the Hinklemeyer case, together with the expense thereof. His name is Agathon L. Hinklemeyer, and the poor devil is now doing time in the pen. The Hinklemeyer case was entirely separate from the Mooney investigation.

"Also get vouchers of three of Densmore's men (McPherson, Kelly, and Kilmer) for July, 1918, in which you will see that these worthies traveled from San Francisco to Los Angeles and return in a hired high-power car costing $20 a day, not counting the chauffeur, the whole trip lasting two weeks, at a combined per diem which I figure at about $75. The whole trip was useless and accomplished nothing. It was a joy party, Kelly being so drunk in Los Angeles that he got into a jam with the police.

"Ask also why H. L. Cobb was sent to Texas, and get the letter of instructions sent to him by Densmore after he arrived there. It is juicy.

"Have the Secretary furnish details and expense returns, including all written reports of two operatives by the name of Gallagher and Martin, who for six weeks last spring were in Philadelphia investigating a man by the name of Welch, just because the latter had exposed Densmore. These men spent huge sums of money—threw it away like water. You will find items for automobiles galore; also some more of those 'expenses which cannot be itemized.'

"Wishing you success in your attack on rottenness in the civil service, and with best wishes, I am,

"Sincerely yours,

"SAFETY FIRST."

It is necessary at this point to insert a brief word of explanation in regard to the statements contained in this reprehensible though somewhat ingenious communication.

That is how this gentleman characterizes his anonymous communication to the gentleman from Texas (Mr. Blanton):

In the first place, if there is a single word of truth in the letter it crept in by mistake. The letter writers knew nothing of Densmore's immigration report, but they surmised that a reputed whitewash of disreputable old Henshaw would be wonderfully good news to Henshaw's mouthpiece in Congress. Henshaw, it should be explained, is one of the clique that framed Billings and Mooney in California; he is also the same delightful old scoundrel who accepted the $410,000 bribe in the celebrated Fair will case.

The Hinkelmeyer incident was concocted out of whole cloth. It is believed that such a person as Hinkelmeyer really exists, but according to the San Francisco *Examiner* of November 9, 1918, he was trapped by the Department of Justice and Densmore had nothing to do with it—certainly nothing to do with furnishing the money. All that stuff about the "blue voucher" is scenery and local color, pure and simple.

McPherson, Kelly, and Kilmer are fictitious characters. The high-power car, the $20 a day, the joy ride, and the trouble with the Los Angeles police all belong to the realm of the imagination and are put in for what the fiction hacks call "verisimilitude."

Blanton has stated in private conversation that Cobb was sent to Texas to stir up trouble between the Congressman and his constituents. The letter writers could not resist the temptation to intimate that this preposterous yarn had some foundation in fact.

Gallagher and Martin belong to the same ghostly company as McPherson, Kelly, and Kilmer. They do not exist. Welsh does exist. He is the friend and fellow worker of Blanton, Fickert (the district attorney of San Francisco who framed the Mooney defendants), and Henshaw. As a sort of scurrilous pamphleteer he is the author of numerous studied misstatements on the subject of Mooney, Fickert, union labor, Secretary Wilson, Densmore, and the Department of Labor generally. Anything that concerns Welsh is of interest to Blanton. The letter writers correctly surmised that the gentleman from Texas would be enormously shocked and chagrined to learn that the Department of Labor had investigated this agent in the East of the San Francisco frame-up gang. So far as the letter writers are aware, the Department of Labor did nothing of the kind.

And now, with this light on the subject, it is proper to make inquiry as to just what Mr. Blanton did with the letter.

Did he throw it into the wastebasket, where it properly belonged? Or did he put it aside for future study and investigation?

The gentleman from Texas did neither of these things. Instead, he introduced in the House of Representatives of the United States of America a resolution calling upon the Secretary of Labor for all the nonexistent data mentioned in the anonymous letter, omitting only the $4.500 story in regard to Hinkelmeyer, which was probably too preposterous for even Blanton to swallow. The resolution contained eight paragraphs, and in speaking in support of them upon the floor of the House the gentleman from Texas solemnly said (see p. 5060 of the *Congressional Record* for Aug. 12, 1919):

"I drew the resolution and I know that the facts exist in each one of them."

This is in arguing against the point of order made by the gentleman from Massachusetts (Mr. Walsh) against the consideration of the resolution.

By thus knowingly, deliberately, and willfully making a false statement to the United States House of Representatives the gentleman from Texas forever discredits himself and the shady causes which he so ardently espouses.

On this same day, August 12, 1919, approximately one-third of the entire House proceedings were devoted to a discussion of the Blanton resolution. The author urged its adoption with great apparent candor and honesty.

"The facts will show," he said in discussing the paragraph relating to the phantom trio (McPherson, Kelly, and Kilmer), "that these three men hired an expensive, high-power automobile and paid an enormous sum per day for it and ran back and forth from San Francisco to Los Angeles, back and forth and forth and back, costing this Government hundreds of dollars. And incidentally the facts will show that instead of being engaged in a lawful purpose, one was arrested by the officers of the law for violating the law in particular." (See p. 4059 of the *Congressional Record* for Aug. 12, 1919.)

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I have the particular paragraphs and sentences marked in the *Congressional Record* for that date.

In speaking of the bogus incident in which Welsh is alleged to have figured, the gentleman from Texas said: "This man Welsh sent me certain information, and therefore Densmore had to send men to Philadelphia to investigate Welsh. I am asking the Secretary of Labor to send the report of these men in Philadelphia who investigated Mr. Welsh for six weeks, and an itemized statement of their expenses there. Is not that a fact?"

That is the language of the gentleman from Texas in relation to these fictitious individuals.

This is government money that has been spent, and there is nothing in any of these eight subdivisions in this resolution that does not call for a fact.

That is the language of the gentleman from Texas, found on page 4059 of the *Congressional Record* for August 12, 1919.

The discussion which took place on the floor of the House upon the question of the propriety of the resolution was participated in by Representatives Huddleston, Walsh, Smith of Michigan, Clark of Missouri, Upshaw, Campbell of Kansas, Aswell, Vaile, Mondell, Steenerson, Reed of West Virginia, the Speaker of the House, and our friend from Texas, Mr. Blanton. The debate filled page after page of the *Record* for August 12, and was continued on the 14th. The author of the resolution argued eloquently in its behalf. Occasionally he sought to whet the appetites of his fellow Members for the coming feast:

"I will state to the Members of the House," he said on August 14, when again referring to his demand for information in regard to the unsubstantial McPherson, the gossamerlike Kelly, and the ghostly Kilmer—"I will state to the Members of the House that that will be a very interesting document to the gentlemen of the House when we get it." (See p. 4126 of the *Congressional Record* for August 14, 1919.)

As a result of Mr. Blanton's representations that he was asking for bona fide facts, the resolution was agreed to, whereupon the three unrepentant members of the American Federation of Labor who had had the temerity to subject the gentleman from Texas to this unfeeling test, held a further conference and decided that it was time to send him another letter.

There is a thing in this letter which is an absolute misstatement of fact, about membership in the American Federation of Labor, which it was unnecessary for the gentleman to introduce into this letter. I bring this matter to the attention of the House, and I do not approve of it; not because it referred to the fact that they were members of the American Federation of Labor, which subsequently was disproved, but they did not need, in my estimation, to make any statement except the facts in the case.

They accordingly composed and dispatched the following communication.

The resolution passed on August 14 and this communication was dispatched on August 15 to the gentleman from Texas (Mr. Blanton):

WASHINGTON, D. C., *August* 15, 1919.

DEAR MR. BLANTON: There was considerable excitement around the department when your resolution was introduced, and copies of the *Congressional Record* have been much in demand. My immediate chief, who has charge of nearly all the field accounts, in addition to being the custodian of all vouchers that have been approved by the Auditor for the State and other departments, has been very busy, indeed. Up to this time I haven't been able to fathom just what is going on, but the accounts (vouchers) of the various employees named in your resolution have all been lying on the chief's desk for the past 48 hours. It is my own personal opinion, based on fragments of conversation that have come to me, and also on the actions of the file clerk, who has been very busy getting up other vouchers on the typewriter (occasionally consulting those on the chief's desk), that the genuine originals will soon be buried so deep that they can never be dug up. Inasmuch as the disbursing clerk's accounts show nothing but the totals of the various vouchers it would be virtually impossible to check up the individual items comprising them in event the originals should be replaced by others. This may seem a lax way to handle the public accounts, and it is; but there are times when this laxity comes in very handy, as you can readily perceive.

I am writing this to ask if you think it would be a good idea to secure copies of these originals before anything happens to them. We have what are known as A files and B files, the former being the originals and the latter duplicates. I can still get the B-file copies of the vouchers in question and no one would ever miss them.

I want you to keep in mind that suggestion—"I can still get the B-file copies of the vouchers in question and no one would ever miss them."

"Even if search happened to be made for them, nothing would be thought out of the way if they were not found, as the 'B' files are only about 60 per cent complete, and nobody ever really expects to find anything in them. If you think this a wise precaution—and it is—I would suggest your advising me through the medium of a line in the personal column of the *Star*, stating your wishes in the premises. You can address the notice to 'Sidney' and sign it 'Helen,' so that I will understand who it is from. I am with you in this matter until hell freezes over.

"I have some further data on the Welsh investigation in Philadelphia which is very interesting, tending to show the active participation of a high outside labor man in the matter. This is shown in a series of letters which I am copying at odd times, and which I will let you have within a few days—probably by the first of the week. The idea of this official of the American Federation of Labor cooperating with two unscrupulous agents of a Federal department in seeking to besmirch the character of this man in Philadelphia is enough to make the angels weep. I have copied about half of the correspondence and will complete the rest in a couple of days. It has to be done piecemeal; otherwise I would have had it finished before this.

"With a wife and children dependent on me, I have no desire to emulate Lynn—at least not to the extent of becoming a martyr and losing my job. This caution I am sure you will understand and respect. If I were a single man, I would come into the open gladly and take my chances.

"With renewed assurances of my heartiest cooperation, I am,

"Sincerely yours,

"SAFETY FIRST."

This letter was, if anything, even more reprehensible than the first one. It should be remembered that to remove government records from the files unlawfully is a serious matter, punishable by a fine and imprisonment under section 128 of the Criminal Code. The very rawness of the letter was therefore against the probability of its finding favor in the eyes of Blanton, since the authors, in effect, proposed to have the Congressman (an ex-judge) conspire with them to commit a felony.

The second letter was received by Mr. Blanton on August 16. Instead of tossing it aside as an unworthy pleasantry, the gentleman from Texas actually hastened to have the following notice printed in the personal column of the *Evening Star* for the same day:

"SIDNEY: Obtain copies and forward data at earliest possible.

"HELEN."

And the gentleman from Texas said he caused his secretary to have inserted this personal addressed to "Sidney," and stating—

Sidney: Obtain copies and forward data at earliest possible. Helen.

[Laughter.]

Mr. Speaker, the gentleman from Texas the other day laid great emphasis upon the fact that he did not ask for originals in inserting this personal in the *Star*, that he knew the law, that he did not ask for originals. I call attention to the fact that the gentleman who signed himself "Safety First" never suggested to him that he ask for originals; that he suggested to him that he put a personal in the *Star* asking for copies. The gentleman from Texas the other day said he was aware of the fact that it was a frameup, and that he did not walk into the trap. The gentleman from Texas inserted the very personal suggested by this man who called himself "Safety First." And let me call your attention to the fact that prior to that the gentleman from Texas [Mr. BLANTON] had had one experience in getting an employee of the United States Government to take letters and documents from the files in the person of this man Lynn. He excused it on the floor of the House and he excused it before the Committee on Labor, and gave as a reason for it that the man was appearing before a committee of the House, and that he, as a Member of Congress, had the right to authorize or demand from any subordinate working in any department in Washington that he bring before a committee of this House any documents that he desired him to have.

The letter of the gentleman from Texas to Mr. Lynn is as follows:

(*Continued on page* 608)

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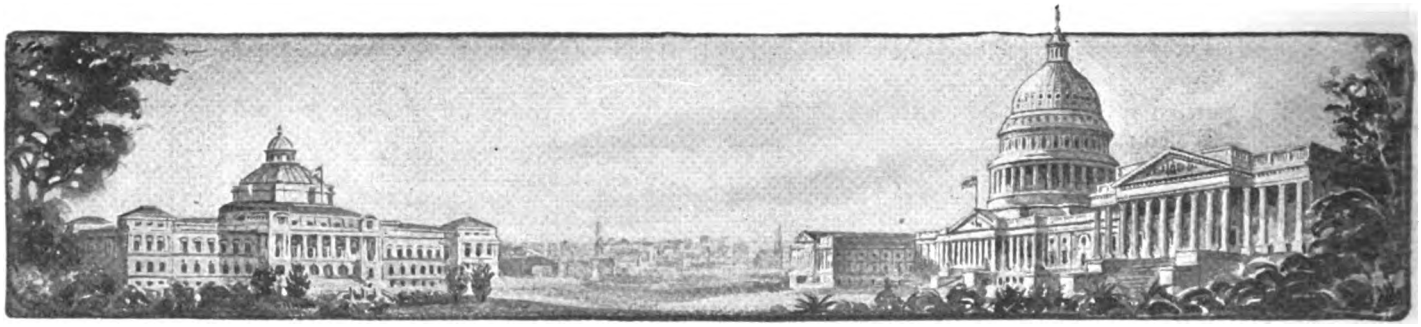

Editorials

THE INTERNATIONAL LABOR CONFERENCE

As this number of THE FEDERAL EMPLOYEE goes to press plans are being rapidly completed for the coming International Labor Conference to be held in Washington October 29, the first international function to be held under the provisions of the Treaty of Peace, which were expressly designed for the purpose of effecting universal and lasting peace. Its purpose is to take the first step to establish and maintain fair and humane conditions of labor for men, women, and children throughout the whole civilized world, and its proceedings will be watched with deepest interest by all who believe and hope that the League of Nations provides a permanent preventative of war.

When the Commission on International Labor Legislation presented its conclusions to the Peace Conference at Versailles, the report embodied a draft convention containing provisions for the establishment of a permanent organization for the promotion of international regulation of labor conditions. The Commission stated frankly that the main idea underlying the scheme is that the League of Nations will not provide a real solution of the troubles which have beset the world in the past, and will not be able to eliminate the seeds of international strife, unless it provides a remedy for the industrial evils and injustices which mar the present state of society. In proposing therefore a permanent organization the Commission felt "that it was taking an indispensable step towards the achievement of the objects of the League of Nations."

Any consideration of an international agreement establishing minimum industrial standards must take into account a number of important factors. Unequal international standards handicap nations with higher labor standards in competition with nations having lower standards, and the nations having the higher standards are penalized for safeguarding the interests of their workers. As a natural corollary the industrial standards of every country tend to conform to the standards of the country having the least adequate industrial legislation and this tendency must be prevented if there is to be any development of the program of protective labor legislation.

Again, the existence of unequal standards between nations causes a movement of labor from countries having low standards to countries having high standards, which checks industrial development in the former countries and gives rise to industrial disturbances in the countries with higher standards. This is best illustrated by some of the earlier strikes in the United States, which were caused by the immigration of people from countries whose standard of living permitted a wage much below the prevailing wage in the United States. An international minimum should, at least in part, prevent the lowering of the standards of one country by an inundation of labor from another country.

When the Commissioners said that they felt that they were taking an indispensable step toward the achievement of the objects of the League of Nations they had in mind, without doubt, the idea that the maintenance of peaceful international relations demands that the safeguards which one nation has thrown around the life and health of its great body of workers shall not be threatened by contact with other nations. Furthermore, success in the establishment of international industrial standards which maintain the thoughtful efforts of forward-looking labor groups will do much to discourage revolutionary efforts and revolutionary methods.

A grave responsibility rests on the delegates to the International Labor Congress. Men, women and children of the world look to them for the adoption of a program which will remove the peril to the peace and harmony of the world caused by labor conditions involving injustice, hardship and privation. May their deliberations

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be conducted with the same fine spirit of idealism which has characterized the drafting of the League of Nations Covenant and which is the result of the sacrificial fires through which the civilized nations have passed during the last five years.—E. H. G.

———NFFE———

GENTLEMEN, WOULD IT PAY?

Is there no significance and is there no lesson for Americans in the fact that the governments now established in Germany, Austria, Czecho-Slovakia and Hungary are all socialist? And in Russia the present leaders claim to be socialist, although it may be doubted whether their claim would be admitted by the founders of modern socialism. The chances are, however, that when more orderly government is established in Russia that country too will be added to the socialist column.

Surely it is noteworthy that until recently the governments of these countries were, without exception, embodiments of Bourbonism, junkerism, and toryism, which are but different names for one and the same thing, namely, a spirit and disposition that blindly opposes all change in the existing order except it be a turning back. The exponents of this principle in these countries paid little heed to the rising tide of discontent and dissatisfaction with existing political and industrial conditions, and if response was evoked at all, it uniformly took the form of repression. Instead of providing new channels, the ruling class, like the Bourbons of old, built ever stronger dams with which to hold back the tide of things new. But ideas, whether right or wrong, are among the strongest of elemental forces, and can only be overborne by reason; sometimes, indeed, reason carried to the point of demonstration. The flood of protest silently but ceaselessly gathered headway, and now in all of these countries those elements of the population having the most extreme political and industrial program are in control.

Will our own Bourbons, junkers and tories (of whom we have a generous supply in the political and industrial field, especially the latter), take heed? For a brief day they may have it in their power to thwart the aspirations and efforts of the organized workers of this country along lines of social, political and industrial betterment. But in exercising this power, would they not be playing directly into the hands of the very elements they most dread—elements animated, consciously or unconsciously, as much or more by a spirit of hate for those in control as by desire to improve the condition of the controlled. Gentlemen, better take a long look ahead! In human affairs, the tides that overwhelm, that sweep aside the good with the bad in institutions, are the pent-up waters that have been afforded no outlet.—G. A. W.

———NFFE———

A SHATTERED ROMANCE

The Honorable John I. Nolan, M. C., is so good a friend of ours that we hate to harbor a grudge against him. Yet, alas! he too has joined the ranks of those who would take the joy and romance out of life. It is but too true, much as we are loath to give credence to the cruel thought. But list to the facts, the hard, cold, indisputable facts. In glancing idly through the pages of the *Congressional Record* the other day our eyes suddenly fell upon the mystic words "Sidney and Helen." Here surely was romance; yes, romance even in the *Congressional Record*. At once blessed memory recalled to mind immortal lovers of the shadowy past—Hero and Leander, Romeo and Juliet, Paul and Virginia. Had these, we asked enraptured, had these anything on Sidney and Helen. But alas! We got to know too much. Our dreams were rudely shattered. The mysterious glamor which enshrouded Sidney and Helen was heartlessly dispelled. By whom this sacrilege? By—by—we must confess it—by our old friend, John I. Nolan. We cannot, we do not, ask the reader to condemn unheard this man of whom we expected better things. If you would know the truth, the bitter truth, read his own sad confession done into English between the covers of this very book.—J. G. G.

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The Gentleman from Texas

(*Continued from page 605*)

WEDNESDAY, *June* 25, 1919.

Mr. BLANTON. Mr. Lynn, what position do you hold here in Washington? What position are you in in Washington?

Mr. LYNN. I am working in the transportation section.

Mr. BLANTON. Of what service?

Mr. LYNN. Employment Service. I used to be in the correspondence section, assistant chief and acting.

Mr. BLANTON. Mr. John B. Densmore is your employer, is he not, the director general?

Mr. LYNN. Yes, sir.

Mr. BLANTON. Yesterday I sent you this notice:

Mr. STANLEY R. LYNN,
United States Employment Service, Washington, D. C.

SIR: The joint sessions of the Senate and House Committee on Labor have authorized me to present before such session tomorrow at 10 o'clock a. m., in room 201, Senate Office Building, certain evidence.

I respectfully request that you kindly appear there at that time, as I desire to interrogate you concerning certain business of your department. Kindly bring with you the following documents:

1. The record of travel for Luther S. [*sic*] Steward for months of July, August, September, October, November, and December, 1918.

2. Request for transportation No. L517736 by Jeanette V. Densmore, July 4, 1918, from New York to Atlantic City, N. J., and the three Pullman coupons attached thereto, numbered, respectively, as follows:

Office Form 2357, No. 5071.

Office No. 2357, Form 2, 5072, and

Office No. 2357, Form 2, 5073, all of same being from New York to Atlantic City, issued July 4, 1918.

3. Request for transportation No. L517737 signed by Jeanette V. Densmore, July 7, 1918, from Atlantic City, N. J., to New York, and the Pullman coupon from Atlantic City, N. J., to New York, July 7, 1918.

4. Voucher No. 30682, travel expense Miss Jeanette V. Densmore for $747.33, trip begun about September 3, 1918. I might add that I have personally inspected the above, and they should be easily found in your department.

I will also ask you to be prepared to tell what you know concerning about $300 collected by Mr. Harry Parks, Personnel Section, official station, Washington, for trips he took away.

Also please investigate voucher No. 20479 for $12.70 to Lillian Haberkost, Akron, December 12, 1918, and voucher No. 27137 for $12.70 to Lillian Haberkost, Akron, Ohio, March 6, 1919.

Do you know anything about a conversation occurring between Mr. Mason and Mr. Smythe, when by way of an excuse Smythe told Mason he could go to Cleveland to inspect furniture?

Kindly investigate voucher for $15.10 giving reason of S. Tyson Kinsell to go to his home in Philadelphia.

Hoping that you will kindly reply with the foregoing requests, I am,

Very truly yours,

Now, gentlemen, I am going to make a suggestion here. Anybody that wants the original of the Declaration of Independence, which is down in the State Department, needs only to get acquainted with some clerk down there, introduce a resolution, if you want to see it and want to verify the handwriting of John Hancock or Thomas Jefferson or any one of the rest of the signers of that document; if you adopt the method of the gentleman from Texas, you can have it brought up here, and people can abstract documents from the files of the departments and bring them up to meetings of committees of the House. That is in accordance with the practice of the gentleman from Texas (Mr. Blanton).

Mr. THOMAS. I desire to inquire how the reading of these letters will reduce the high cost of living. [Laughter.]

The SPEAKER. The gentleman is out of order.

Mr. NOLAN. I will suggest to the gentleman from Kentucky that if the House watches its privileges which it extends to Members of the House in the future it will save the high cost of printing in extending privileges to Members of this House.

Mr. NOLAN. I read further:

What more need be said? We have here the sad spectacle of a high member of the legislative branch of the Government, who is solemnly sworn to uphold the law, using his time and energy to undermine in the most surreptitious and despicable manner other lawfully created and efficiently functioning bureaus of the Federal establishment. We see him busily engaged in vain attempts at scandal mongering, with a view to discrediting those executive departments of the Government which are charged by law with the duty of fostering, promoting, and developing the welfare of the wage earners of the country. In the mad pursuit of his object he does not hesitate to conspire with a supposed employee of the Government to commit an offense against existing law.

The gentleman is an avowed foe of organized labor. It is a matter of common repute that he is the mouthpiece in Congress of the National Manufacturers' Association, the Southern Lumberman's Association, the San Francisco Chamber of Commerce, and other organizations which have been fighting unionism and advocating the "open shop." His activities along these lines have thrown him into the company of some of the worst men among the employer interests—the sort of men who will go to almost any lengths to discredit union labor. He corresponds with such men as Fickert and Welsh—two men who have done everything in their power, as the tools of the anti-labor forces, to bring to a successful issue the unspeakable frame-up against the Mooney defendant. Blanton's good faith has long been questioned by those who have the best interests of labor at heart. He preaches patriotism and inveighs against anarchy; but, alas, at the same time he champions the cause of every man who by word and deed advocate lawlessness.

It is believed that the caliber and motives of this Representative from Texas should be shown up without pity in order that the wage earners may know him for what he is and that the House of Representatives and the public at large may learn how much dependability is to be placed in any statement whatever that the gentleman may make.

Very truly yours,

C. H. MATHEWS,
Capitol Park Hotel, Washington, D. C.

Now, Mr. Speaker, the thing that ought to concern the Members of this House is the statement that the gentleman from Texas made during the consideration of House resolution 225, when the point of order was made against it. On page 4057, the gentleman from Massachusetts (Mr. Walsh) raised the point of order against the resolution. On page 4059, the gentleman from Texas, in response to an inquiry by the gentleman from Massachusetts (Mr. Walsh), makes the following statement:

Mr. BLANTON. I will gladly answer the gentleman. For instance, the facts will show that these three men hired an expensive, high-power automobile and paid an enormous sum per day for it and ran back and forth from San Francisco to Los Angeles, back and forth and forth and back, costing this Government hundreds of dollars. And incidentally the facts will show that instead of being engaged in a lawful purpose one was arrested by the officers of the law for violating the law in particular.

I also desire to insert the following extract from page 4126 of the *Record* of August 14:

Mr. BLANTON. Gentlemen of the House, this resolution further directs the Secretary of Labor to send to the House vouchers covering the expenses of McPherson, Kelly, and Kilmer, three different men from the Department of Labor, who made trips from San Francisco to Los Angeles. I will state to the Members of the House that that will be a very interesting document to the gentlemen of the House when we get it, to show the items of expense incurred by those three men, in the hiring of a high-powered automobile to make trips from San Francisco to Los Angeles—not on a proper mission of business for this Government, because, if my information, which comes straight, is correct, these men went there for other purposes, in violation of laws instead of in enforcement of laws.

The men mentioned here were purely fictitious characters; however, Mr. Blanton stated this as a fact in connection with House resolution 225.

That relates to paragraph No. 5 of the resolution, which calls upon the Secretary of Labor to attach copies of vouchers of McPherson, Kelly, and Kilmer for July, 1919, covering their trip from San Francisco to Los Angeles, the purpose of such trip and the expense of same itemized; and the gentleman from Texas solemnly assured the Members of this House that the facts would show that that incident took place in connection with three members connected with the Department of Labor. On the same page of the *Record* I read:

Mr. BLANTON. I am asking the Secretary of Labor to send the report of these men

(*Continued on page 613*)

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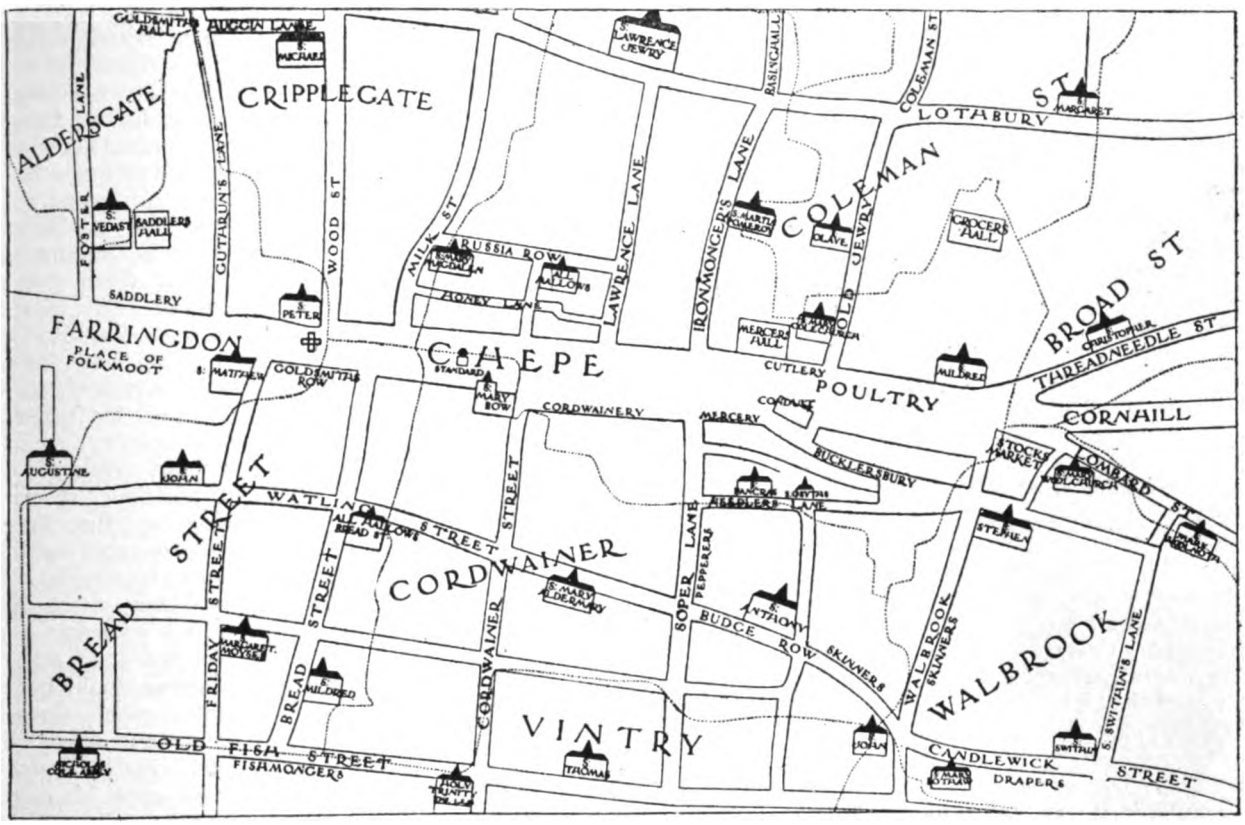
Trade Unions

Their Origin and Objects, Influence and Efficacy

By WILLIAM TRANT, M. A.

I. Historical Sketch

(Continued from our last issue)



LOCALIZED TRADES IN MEDIÆVAL LONDON

The localization of trades in streets named after them is one of the most striking features in the early topography of the mediæval city. Note in the accompanying map of part of mediæval London, for example, the names Wood Street, Bread Street, Friday Street, Milk Street, and Ironmonger Lane.

Note.—Among the valuable educational material bearing on the labor question which the American Federation of Labor has made easily accessible is an essay on Trade Unions by William Trant, M.A., which was awarded a prize offered a few years ago by the Trade Union Congress of Great Britain. This, which is published in condensed form by the Federation, is characterized as "a standard work, prepared after considerable research" and carefully edited to suit American conditions.

Through the courtesy of the American Federation of Labor we are enabled to give our readers the benefit of this material. The five chapters of the essay are devoted to these phases of trade unionism, respectively: Historical Sketch, Progress and Development, Objects, Efficacy, and Influence.

Synopsis of first instalment.—The author draws attention at the outset to the fact that the phrase so commonly used, "the welfare of the State," has never meant "the welfare of the people" as a whole, but merely that of a privileged class. He then traces briefly the slow emancipation of the workers from serfdom and the rise of the "capitalist artisan." It is not until the reign of Henry II "that we find anything like a working class gathering itself together." Reference is made to the wage-fixing Statute of Laborers (23 Edward III, c. 1) as marking "the first 'crisis' on record between employers and employed in England." Wages gradually rose until in 1363 the peasantry enjoyed prosperity so great that an Act (37 Edward III, c. 14) vainly sought to enjoin certain classes of workers from indulging in extravagance in eating and drinking and in dress. From this time until 1390 the workingmen of England were better off in a material way than ever before or since.

The illustrations entitled "Localized Trades in Mediaeval London," and "Ancient Drapers' Hall, London," are from Unwin, *The Gilds and Companies of London* (Methuen & Co., London, 1908); that entitled "Process of Coining" (from an old wood cut) is from *The Pictorial History of England* (Charles Knight & Co., London, 1839), vol. ii.—EDITOR.

COMBINATIONS OF LABORERS; THE FORMATION OF GUILDS

IT will be necessary further on to trace the reasons of the tendency that began to show itself in 1390; and to show how it was that laborers who had become masters of the situation were again degraded to the level of serfs. It would be interesting to inquire whether any "union" or "combination" had given the men strength to resist the injustice which the Acts just mentioned inflicted upon them by curbing the "aspiring exertions of industry and independency." Materials upon which to found a decided opinion are, unfortunately, very scarce. One thing, however, is certain. The people of England had long been familiar with the principle of association for trade and other purposes. Even so early as the time of Canute, associations under the name of "guilds" were established for religious purposes. Similar brotherhoods afterwards developed into combinations of merchants for mutual assistance and protection, and were followed in the fourteenth century by "craft-guilds," which, as their name implies, were unions of handicraftsmen—the principal guild being that of the weavers. The very essence of the guilds was mutual support, mutual protection,

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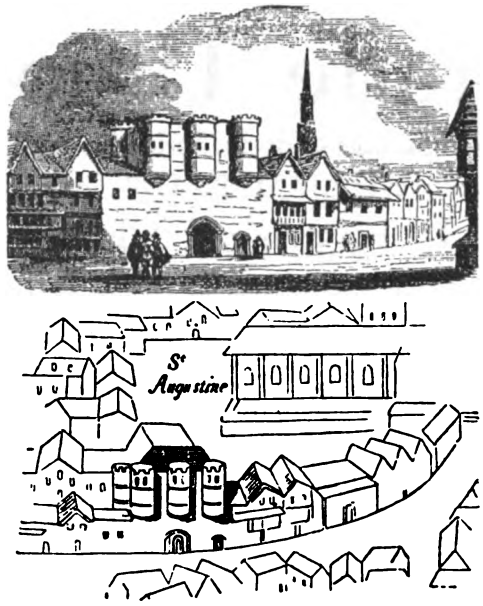
and mutual responsibility. They were, indeed, the first friendly societies. These guilds gradually extended their influence beyond the limits of particular trades, and ultimately became far more powerful than the municipal corporations of the present day. The notions of the members of the guilds were of a very exclusive nature in regard to the admission of members. No villeins were permitted to join them, and all freemen who were proposed had to be duly elected.

THE MASONS AMONG GUILDS OF THE MIDDLE AGES

The noblest of all the guilds of the Middle Ages was undoubtedly that of the masons. This brotherhood rose from the circumstances in which the traveling builders of the Middle Ages found themselves placed. "They were brought together from distant homes to be employed for a considerable time on such great works as our medieval churches and cathedrals. Near the rising structure on which they were engaged it was necessary that they should provide for themselves a common shed or tabernacle." This was the original masons' "lodge." Before all things it was necessary that masons should be "free and accepted." The entrance into this guild, as indeed into all others, was, in accordance with the spirit of the times, surrounded by mysterious rites and ceremonies, and all such societies had their peculiar lore and traditions. Their original intentions have long ago been disregarded. All that remains of the masons' guild is the now fashionable order of "Freemasons," and of the others the rich livery companies of London and the guilds of elsewhere, who now spend their dying moments, as they inaugurated their existence centuries ago, at dinner.[1]

STEADILY DIVERGING VIEWPOINTS OF EMPLOYERS AND WORKERS

The exclusiveness of the guilds naturally separated still more the incipient working class from their well-to-do superiors, and tended more and more to give the workmen separate views and interests, which were not infrequently antagonistic to those of the employer or "master." When two or three are gathered with identical interests (and those interests opposed to the wishes of their employers, who are already combined), it seems so natural for them to form a combination of some sort or other that it is impossible to resist the belief that in the fourteenth century the working man—excluded from the guild—would unite with his fellows, if not for general, yet for specific objects in connection with his condition. It is gratifying to learn that this view is



ANCIENT DRAPERS, HALL, LONDON

taken by so high an authority as Dr. Lujo Brentano, who also points out that, at about the time referred to, accounts of "strikes in the building trade are particularly numerous"; and there is in existence a "royal mandate as to the workmen who have withdrawn from the palace of Westminster." Indeed, it is beyond dispute that the masons of the fourteenth century maintained a higher rate of wages than was paid to other crafts, as has been above mentioned, solely on account of the combination these artisans were able to effect; a fact that non-unionists of today would do well to remember.

This view is strengthened by the fact that in 1383 the authorities of the City of London issued a proclamation forbidding all "congregations, covins and conspiracies of workmen"; and four years later three shoemakers were carried off to Newgate for violating it; while in 1396 a similar coalition of saddlers was suppressed. Two laws also were enacted against combinations, congregations, and chapters of workmen (which had been established to limit the number of working hours), namely, the 34 Edward IV, c. 9 and 3 Henry VI, c. 1. The punishments inflicted upon working men for combining were very severe, and yet they combined in spite of such punishments. The endeavors of the laborers to raise wages showed themselves most prominently in the trades in which, as in the cloth manufacturers, development was most rapidly progressing, and in which there existed a large working class.

RAPID EMANCIPATION AND RISE OF SERF CLASS

The prosperity of the laborers and artisans produced events that alarmed the privileged classes. The emancipation of the serfs had for some time past proceeded very rapidly, from causes which have been already indicated. Prof. Thorold Rogers, after an enormous amount of research, writes of the fourteenth century: "In the many thousands of bailiffs and manor rolls which I have read, I have never met with a single instance of the sale of a serf, nor have I discovered any labor rent for which an equitable money payment could not be substituted." Indeed during the reign of Edward II, the practice became general of accepting money compensation in lieu of labor rents; and at the end of a quarter of a century the rule had become almost universal. The improvement in the condition of the serfs created an amount of independence among them that had the happiest results.

Sir Robert Sale, Captain-General of Norwich in 1381, was the son of a villein, was born a serf, as was also Grostête, the great Oxford scholar of the thirteenth century, thus showing that even in those days serfs could rise to very high positions. There is abundant evidence, too, that they became possessed of property, and indeed, as they became enfranchised, they also became copyholders. It is certain they paid rent, which indicates a real bargain between the lord and the serf which the former could not break if the other satisfied his dues; and he could recover wages due to him from his lordly employer by distraint upon his goods, even upon his chattels, and therefore could not be a chattel himself. The impetus given to this process by the general rise after the Black Death was brief, and that plague, in short, emancipated almost the whole of the surviving serfs.

LOLLARDS BRING ABOUT UNSUCCESSFUL REVOLT OF PEASANTS

It was, therefore, amongst a prosperous and independent class that Wiklif's "Poor Priests," or Lollards, followed by John Ball, also a priest, preached doctrines that in those days were revolutionary doctrines, and, in the eyes of some people, are so still. From village to village the old couplet was repeated:

> When Adam delved and Eve span,
> Who was then the gentleman?

The people were taught that those who labored, did so not only for themselves, but to enable others to live without labor, or to live by mischievous labor. The "equality" expounded in the Bible was explained to them, and generally it was impressed upon them that they were oppressed by a privileged class whom accident, fraud, or force had placed in a superior social sphere.

[1] It is gratifying to find that now some of the livery companies are devoting a portion of their funds to useful purposes, such as the promotion of technical education, etc.

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The men were not starving, and had time to listen and to think, and, above all things, to combine. And they did combine. They subscribed money; they shielded the escaped serf from the pursuit of his lord; the serf and the free joined in a common cause, and waited but the signal to "strike" against their enemies. The sign was at length given, and the result was, on the 10th of June, 1381, the Peasants' Revolt, or Wat Tyler's Rebellion. This was a rising caused, not by the outrage on Tyler's daughter, or even the poll tax, but by the general attempts by the upper classes to force down the wages of the laborers of England, and to take from them the rights they had won, though of course other grievances would not be forgotten. In all risings for a particular object the opportunity is seized of making many demands. For the particulars of that revolt the reader is referred to the history of the period. The rebellion nearly succeeded, but the laborers were cajoled into quietude.

OPPRESSION OF LABORING CLASS; DEBASEMENT OF THE COIN

From this time forward for three centuries the history of the laboring class is a sad story. The governing powers never forgave the Lollards, nor those who listened to them. They seized every opportunity of crushing the people, and it is only recently that policy has been departed from. It is not too much to say that from this time to 1824, in the words of the author already quoted, "a conspiracy concocted by the law, and carried out by parties interested in its success, was entered into to cheat the English workman of his wages, to tie him to the soil, to deprive him of age, and to degrade him into irreparable poverty." The first of these repressive measures was the debasement of the coin by Henry VIII and the guardians of Edward VI. The nefarious transactions by which this was brought about had for their object the replenishment of the royal coffers out of the earnings of the artisans and laborers, and they succeeded in that object. The peasantry were already impoverished by the action of the landowners in substituting sheep-farming for agriculture, and the new state of affairs oppressed them with great severity.

The purchasing power of the revenue fell to one-third of its original capacity, and the consequent rise in prices was one and a half. In other words, if wages rose from 6d. to 9d. a day, the laborers had to pay 3s. for meat, 2s. 5d. for bread, and 2s. 6d. for butter and cheese, where he had paid 1s. before. This, it is obvious, put back the laborer into a position of penury to which he had not been accustomed, and to which he did not readily submit. His condition was again almost that of the serf. From childhood to old age all was labor. Eight hours no longer constituted a day's work. His miserable condition was rendered worse by the dissolution of the monasteries that accompanied the debasement of the coin. A great part of the vast funds of the monasteries was devoted to the relief of the poor, and to their assistance in many ways. When this was withdrawn, no substitute was provided in its place. These transactions were followed by the confiscation of the property of the guilds. I have described them as the first friendly societies. The guilds assisted the artisan in times of difficulty, allowed him loans without interest, and granted benefits to his widow. The effect of the confiscation of the guilds was the same as state, he was hanged. It is also evident that the spirit of combination was growing amongst the laborers and artisans, for the laws against workmen's combinations were made still more stringent than hitherto. The preamble of 2 and 3 Edward VI, cap. 15 (A. D. 1548), set forth that—

> artificers, handicraftsmen and laborers had made confederacies and promises, and have sworn mutual oaths, not only that they should not meddle with one another's work, and perform and finish what another hath begun, but also to constitute and appoint how much they shall do in a day, and what hours and times they shall work, contrary to the laws and statutes of this realm, and to the great impoverishment of his Majesty's subjects.

Anyone convicted for the third time of having joined such a combination had his ear cut off, and altogether the punishments were very severe.

It may be gathered, then, that the

PROCESS OF COINING

would result from the confiscation of the funds of the Friendly Societies; and it is worth noting, as an argument in favor of strong union, that only the provincial guilds were molested, those in London being so powerful that the Crown dared not molest them.

STERN MEASURES ADOPTED AGAINST THE WORKING PEOPLE

The workingmen resisted these oppressions, and vigorous measures were passed to force them into submission. An act was passed in the reign of Edward VI, which shows pretty plainly what was thought in those days of the "working classes." If a man refused to work at statute prices, he was branded with the letter V (vagabond), and reduced to slavery for two years. If he attempted to escape from that condition, he was branded with S, and became a slave for life; and if he objected to that

principle of combination amongst the work people was rapidly progressing, and was met under the Tudors and Stuarts in a spirit which, it is to be regretted, is not wholly extinct at the present day, as recent events have shown.

IDEA OF JUSTICE TO WORKING PEOPLE; MORE'S "UTOPIA"

It is not surprising that this state of affairs should have impressed the thinking minds of the period, and that the causes and remedies should be considered. Statesmen and persons of influence began to acknowledge the justice of the demands of the work-people. In Sir Thomas More's *Utopia* the great statesman advocates almost all the reforms that have taken place since his day, and many that have not yet been accomplished. Indeed, as Mr. J. R. Green points out—

> In his treatment of the question of labor

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he still remains far in advance of current opinion. The whole system of society around him seemed to him "nothing but a conspiracy of the rich against the poor." Its economic legislation was simply the carrying out of such a conspiracy by process of law. The rich are ever striving to pare away something further from the daily wages of the poor by private fraud, and even by public law, so that the wrong already existing (for it is a wrong that those from whom the State derives most benefit should receive least reward) is made yet greater by means of the law of the State.

The rich devise every means by which they may in the first place secure to themselves what they have amassed by wrong, and then take to their own use and profit at the lowest possible price the work and labor of the poor.

The result was the wretched existence to which the labor class was doomed—"a life so wretched that even a beast's life seems enviable." More then gives his remedies. The end of labor laws, he says, should be the welfare of the laborer. Labor should be compulsory with all. Unless a man work, neither shall he eat. Even in those days, 1516, More demanded that the period of toil should be shortened to nine hours, with a view to the intellectual improvement of the worker; there must be also, he pleaded, "a public system of education," comfortable homes for the people, complete toleration and equality of all religions, and much more in the same strain.

I do not suppose that any book that was ever written has done so much for the working classes as the *Utopia*, written by the proposer of the nine hours' system more than 300 years ago. The general progress of civilization, even, had its drawbacks as regards the humbler classes. The general diffusion of the art of printing, the great geographical discoveries effected in the sixteenth century, and the general activity which prevailed throughout Europe immediately after the Reformation, gave a great stimulus to trade and commerce, the effects of which were long felt. This, of course, had a beneficial influence. It had, however, some drawbacks. Amongst them may be mentioned that in the seventeenth century the practice of setting children prematurely to work prevailed to a very large extent. At Norwich, the chief seat of the clothing trade, children began to work at six years old, and earned not the "insignificant trifle" which was paid to the little sufferers forty years ago, but very much more than was necessary for their own sustenance. In the opposition which was shown at the time to this inhumanity is to be discerned the dawn of the Factory Acts, and of the opposition which was subsequently offered by trade unions to the overworking of youths and children.

(To be continued in our next issue)

The Strength of Organization

By ERNEST H. GREENWOOD

Reprinted from the Labor Day Number of "The American Federationist"

FORMATION OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES

ON SEPTEMBER 17, 1917, delegates from various local unions of federal employees throughout the country met together in the Executive Council Chamber of the American Federation of Labor for the purpose of organizing into a single body affiliated with the Federation.

At that time there were 66 local unions in various cities of the United States with little in common other than the fact that their membership consisted of employees of the Federal Government, and the desire to do something to better their conditions of employment. To the great majority of government employees there seemed to be no logical reason for either local or national organization other than one which was purely social.

True, there had been no change in the basic scale of the salaries or wages paid by the Government since 1854, but salaries and wages are fixed by congressional act, while department heads and bureau chiefs are forbidden by the statutes to make any increase in compensation other than that provided by law, no matter how meritorious the individual effort may be. In the same way working hours, annual leave, sick leave, and absence without pay are either fixed by act of Congress or by departmental rulings and regulations interpreting those acts, and the department head is not permitted the use of any discretion in creating conditions which contravene the statutes.

It would seem, therefore, that the principle of collective bargaining could not be applied to the relations of the federal employee with his or her employer—the Federal Government. Furthermore, the American Federation of Labor has always frowned on strikes among federal, state or municipal employees for the purpose of adjusting real or alleged grievances, and labor leaders have been unanimous in their opposition to this method of obtaining increased compensation or better working conditions.

OBJECTS AND METHODS OF THE NEW ORGANIZATION

The convention of 1917 adopted a constitution which stated in its preamble:

> With a view to the betterment of the federal service in general, and for the promotion of the common welfare of government employees through cooperation and organization, we, a national federation formed of such employees, adopt this constitution.

In Article 2 the objects and methods of the national organization are set forth as follows:

> The objects of this Federation shall be to advance the social and economic welfare and education of the employees of the United States, and to aid in the perfection of systems that will make for greater efficiency in the various services of the United States. Also the methods for attaining these objects shall be by petition to Congress; by creating and fostering public sentiment favorable to proposed reforms; by cooperation with government officials and employees; by legislation and other lawful means; provided, that under no circumstances shall this Federation engage in, or support, strikes against the United States Government.

So far, so good. The aims and objects sound inspiring; the methods as conservative as the most stiff-necked reactionary in Congress could wish. On first reading it sounds like a campaign speech in which nothing but the obvious is stated in the most soothing phrases. Congress, too often fearful of any organized attack on the pockets of the nation which does not directly benefit the constituency of some member, or members, could hardly see in those innocuous statements any prospect of a successful campaign against a system which has made nonentities of so many splendid men and women, and which has made government service the graveyard of many fine aspirations and high hopes. The strike, the one effective cure-all in the settlement of disputes between employers and employees in private enterprises, was eliminated. Application for increases in the basic scale of wages could still be received with proper ceremony and effectively pigeon-holed. The Appropriation Committee could still concentrate on the transportation possibilities of Rock Creek if made navigable, or the need of Jims Corners for a $40,000 post-office to take care of an annual revenue of $327.50 without being distressed by annoying comparisons between the cost of sustaining a family of five and an income of $1,200 a year. There could be no clamoring at the gates of the Capitol by the employees of the Government, each one bearing an effective weapon labeled "Strike." The constitution of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES apparently offered nothing to disturb the intellectual efforts of some 550 statesmen.

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WHAT HAS ALREADY BEEN ACCOMPLISHED THROUGH ORGANIZATION

But the Federation, not yet out of its swaddling clothes, has accomplished two great things. In the first year of its existence, it secured a horizontal increase in salaries of $10 a month, or $120 a year, which in its second year it succeeded in increasing to $240 a year for all government employees receiving a salary of $2,500 a year, or less. To do this, it had to beat the Appropriation Committee on the floor of the House—the only time such an effort was successful during that session. Second, it succeeded in crystallizing the sentiment for reclassification of salaries, resulting in the creation of the Joint Commission on Reclassification of Salaries, which unfortunately is limited in its operations to the executive departments, and other government establishments within the District of Columbia, and to the municipal government of the District. There seems to be every reason to believe, however, that the scheme of reclassification finally adopted by the commission, if found satisfactory, will be extended to embrace the entire government civil service.

By organization, the employees of the United States have been able to impress their demands on the representatives of their employer—the people—with the same effectiveness that the organized employees of a private enterprise impress their grievances and demands on the officers and directors of the employing corporation.

Just about a year ago someone said: "Public opinion has come to be recognized as a vital part of national defense, and as a mighty force in national attacks. The real strength of the firing lines is not in the trenches, but in the morale of the civilian population from which the fighting force is drawn." Among the methods for attaining the objects of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES is the one "by creating and fostering public sentiment favorable to proposed reforms."

"Public opinion" and "public sentiment" are simply phrases for "public conscience." By organization into a national body affiliated with the American Federation of Labor the federal employees have been able through the millions of workers who are members of the Federation to appeal directly to the public conscience and Congress, which always respects the public conscience, has responded to the demands, recognized and applied the principle of collective bargaining in the relationship of the United States as employer to its employees. The public has been given a new conception of the federal employee and his or her relation to the Federal Government and has come to realize that they have the same right to present their demands and bargain collectively with their employer as the employees of the private corporation—and the public has demanded that its representatives in the business of the Government act when the employees make out a *prima facie* case.

By organization the federal employees have been able to agree on their grievances; on the best remedies; on the proper changes necessary to apply these remedies, and on the best methods of accomplishing these changes.

President Wilson, speaking of the right of workingmen to organize, has said: "It is organization that makes capital strong." It has been organization which has given the federal employee strength and which will continue to give him strength to accomplish the additional reforms which are at this time a part of the program of the officers and governing committee of the national federation.

THE GENTLEMAN FROM TEXAS

(*Continued from page* 608)

in Philadelphia who investigated Mr. F. R. Welsh for six weeks and an itemized statement of their expenses there. Is not that a fact? This is government money that has been spent and there is nothing in any of these eight subdivisions that does not call for a fact.

Paragraph 7 of the resolution calls upon the Secretary of Labor to attach all reports of Gallagher and Martin for their six weeks spent in Philadelphia, spring of 1919, investigating F. R. Welsh, with statement of expenses fully itemized in detail.

On page 4060, in response to a question from the gentleman from Wyoming (Mr. Mondell) asking him to yield, Mr. BLANTON said:

I drew the resolution, and I know that the facts exist in each one of them.

Gentlemen of the House, the thing that you are concerned with is the statement made by the gentleman from Texas in securing the passage of House resolution 225 by the American House of Representatives. This anonymous communication does not alone ridicule the gentleman from Texas, but it also ridicules the House of Representatives. It shows that when a Member of this House gets up on the floor and solemnly assures the membership of the House that he has facts to back up statements the House passes the resolution, and then the facts come out in connection with the anonymous communication I have just read.

Mr. Speaker, there is a lot that I would like to say. What I want to present in the *Record* is extracts from proceedings before committees of the House and the House itself, and I ask unanimous consent that I be permitted to extend my remarks by printing extracts from the *Congressional Record* and from the proceedings before the Joint Committee on Labor of the House and Senate and documents printed by the Government.

The SPEAKER. The gentleman from California asks unanimous consent to extend his remarks by inserting extracts from hearings before the Committee on Labor and other government documents. Is there objection?

Mr. BLANTON. Mr. Speaker, reserving the right to object, I feel sure that in connection with the gentleman's remarks, if he is granted the right to extend them, under the peculiar circumstances of this case, where I am attacked by anonymous letters, the House will give me 15 minutes in which to reply to the gentleman, explaining these matters; and I ask, in connection with the gentleman's statements, that I be granted, at the conclusion of the gentleman's remarks, 15 minutes in which to explain this situation.

Mr. NOLAN. I join with the gentleman in that request, Mr. Speaker.

The SPEAKER. The gentleman from Texas joins to the request of the gentleman from California the request that he be given 15 minutes. Is there objection?

There was no objection.

Mr. NOLAN. I ask that I may be permitted five minutes more, Mr. Speaker.

The SPEAKER. The gentleman from California asks unanimous consent to proceed for five minutes more. Is there objection?

There was no objection.

Mr. NOLAN. Mr. Speaker, I want to call the attention of the House to the extension of remarks of 23 pages made by the gentleman from Texas (Mr. Blanton) under date of Monday, July 28. The gentleman in opening up the extension of remarks makes the following preliminary statement:

Mr. Speaker, I sincerely thank my colleagues for this privilege unanimously granted me (p. 2947) to discuss in detail my position and the reasons for now opposing the Nolan-Kenyon United States Employment measure.

The gentleman, on page 2947, got the following permission:

Mr. BLANTON. Mr. Speaker, I ask unanimous consent to extend my remarks on the Nolan-Kenyon bill.

And prints in the *Congressional Record* about 23 pages, going from A to Z on every subject that he had anything to do with, in this or any other Congress.

Now, Mr. Speaker, during the gentleman's extension of remarks he saw

(*Continued on page* 626)

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President Steward's Report

A comprehensive summary of the message delivered by our National President to the Third Annual Convention, dealing with the work of the Federation for the last year and the activities of the Legislative Committee, and containing important recommendations.

NEVER in the history of organized workers has documentary evidence of concrete benefits derived from collective effort been presented in more convincing form than in the report of President Luther C. Steward, read at the third annual convention of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES in San Francisco. Barely two years old, the Federation is already recognized as a power in public questions, its requests of Congress are listened to with every consideration by both Senators and Representatives, while its support is sought as a political asset. A labor organization among workers hitherto regarded as outside the trade-union groups, its achievements have received unusual attention. It has been the means of emphasizing the principles of trade unionism in groups where these principles have hitherto been unthought of and of spreading the principle of collective bargaining among employers, thus contributing a definite impetus to the organized labor movement throughout the country. As President Steward says, in his foreword: "The NATIONAL FEDERATION OF FEDERAL EMPLOYEES has become, beyond a doubt or question, a recognized factor in national affairs."

At the time of writing his report, there were, according to Mr. Steward, "more than 200,000 employees of the United States Government receiving, solely through the efforts of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, a salary increase twice the amount of the war increase obtained by the Federation last year, namely, $240 per year instead of $120 per year. In other words, computed on a money basis alone, every member of every local union of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES receiving less than $2,500 per annum, has realized, upon an investment of $4 in membership fee, a return of 6,000 per cent for himself and has obtained the $240 clear for every other one of the 200,000 workers affected."

HOW THE CURRENT SALARY-INCREASE FIGHT WAS WON

To obtain this increase over the previous year the Legislative Committee of the Federation was forced to carry its fight to the floor of the House, which resulted in an overwhelming defeat of the Appropriations Committee—the only defeat this session. In November, 1918, it was decided to ask Congress for an increase of a dollar a day, or $360 a year, just three times the amount of the increase granted last year. This amount was formally asked for in the hearing before the subcommittee in charge of the Legislative Appropriation Bill, to be granted to all branches of the service without the restrictions of last year. While the Federation did not succeed in obtaining the full increase asked for, it did succeed in obtaining the passage of an amendment calling for $240, the committee having reported exactly the same increase allowed last year, namely, $120, subject to the same limitations as before. Describing the manner in which this was accomplished, Mr. Steward says:

> The implication was in public statements and in interviews with the members of the Appropriations Committee, that since a reclassification commission was to be provided, government employees should be satisfied with the retention of last year's increase. This, of course, was not satisfactory. But to raise the increase required that an amendment to the bill be offered from the floor.
>
> Our committee, after consultation with various friendly Members of Congress, found itself facing what all our advisers considered a hopeless fight in the House, though they predicted a possibly successful fight in the Senate—successful, that is, in getting possibly an increase over last year's appropriation, but not the full amount we asked. It was therefore difficult to find a Member of Congress who was willing to undertake the fight in the House, especially as our Congressional friends advised against having the amendment introduced by a labor member, thinking a representative of another group would give us more strength. The Members of Congress who were strong party men were averse to leading a fight against the Appropriations Committee, it being an accepted party custom that a committee's report be sustained.
>
> The Federation's committee, however, concluded, notwithstanding the advice received, to make the fight in the House. The Legislative Committee therefore sought leaders for the fight among the labor group of Congressmen and Mr. Keating, of Colorado, agreed to offer the amendment raising to $360 the $120 provided in the Appropriations Committee report.
>
> This amendment was lost by the narrow margin of 18 votes in Committee of the Whole. Through the skillful parliamentary tactics of Republican Leader Mann, however, who had made a speech in favor of $360, and the prompt support of Representative Nolan, a compromise amendment calling for $240 was offered and was adopted by a vote of 94 to 79 in Committee of the Whole. On the roll call of the House this amendment received a vote of 202 with 79 opposed. It was an interesting fact, furthermore, that the vote of 79 against the $240 in Committee of the Whole remained 79 on roll call, while the ayes mounted to 202. Thus it appears on the roll call that all of the additional votes cast were gains for us, and it does not seem improbable that had a roll call been possible on the $360 amendment the 18 votes which were lacking might have been obtained. The victory was a clear demonstration of the effectiveness of our preliminary campaign and the vigorous cooperation from the field locals.
>
> In the Senate the Appropriations Committee accepted the House bill with the $240 salary increase, and as a result of active work by our committee, supplemented by a campaign on the part of the War Risk Insurance employees themselves, who in the interval had formed a branch of Local No. 2 of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, the Senate Committee reported a provision which allowed to the War Risk Insurance employees one-half the increase allowed to other employees, namely, to the War Risk employees $120. In the bill as passed by the House the War Risk and all other bureaus created since January 1, 1916, in which salaries are paid from lump sums, had been excepted from the salary increase, in spite of the Federation's efforts to include them. Our committee canvassed the Senate in behalf of an amendment raising the $240 to $360 for all employees, including the War Risk, and at our request Senators France and Sheppard, respectively, agreed to offer the amendments necessary to put the bill into this form. The $360 amendment, however, was ruled out on a point of order made by Senator Underwood, chairman of the subcommittee in charge of the bill, and two War Risk amendments by Senator Curtis and Senator Sheppard, which were vigorously opposed by Senator Smoot, were voted down. The Senate accepted, however, the Senate committee's amendment allowing the War Risk employees $120, and the bill in this form was signed by the President.

RECLASSIFICATION MEANS MUCH TO SERVICE AND EMPLOYEES

For many years the need of a reclassification of salaries in the Civil Service has been recognized, and, as a result of the constant demands of the Federation, the sentiment in favor of such a reclassification was crystallized and a Congressional Commission on Reclassification of Salaries established, which at the present time is working out a scheme of reclassification for employees in the District of Columbia. If this scheme is found to

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be satisfactory, there is every reason to believe it will be extended to embrace the entire government civil service. According to Mr. Steward, it "is relied upon to adjust the present notorious inequalities of pay and standardize the salary scale upon a basis proportionate to the cost of living and representing a fair compensation for the work performed." Concerning the work of the Federation in cooperating with the Reclassification Commission, the report continues:

Immediately upon the organization of the Reclassification Commission the president of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES was called into conference with reference to the policies, program, and details of the commission work. At the invitation of the secretary of the commission, former Representative Edward Keating, the president accompanied him to New York to assist in securing the services of an expert staff, and has been called into conference repeatedly as the work advanced. Upon his recommendation the commission worked out a plan under which the employees should have representation upon committees established in each department and independent establishment, to consist of one member of the commission, one official to be selected by the head of the department to represent the management, and one employee to represent the employees. The commission recognized the NATIONAL FEDERATION OF FEDERAL EMPLOYEES as the only adequate means of collective expression of the employees in the Federal service, and therefore authorized the national president to nominate a member of the organization from each department and independent establishment to represent the employees on the central committees.

This was, up to that time, the most striking official recognition our organization has received, and was maintained even in the Postoffice Department.

One immediate result of this recognition of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES has been a remarkable growth of the membership in the District of Columbia.

PROGRESS OF AND OUTLOOK FOR THE NOLAN BILL

In his summary of strictly material results President Steward calls attention to the Nolan Minimum Wage bill, which will undoubtedly be added to "legislation actually passed" in the not distant future. This bill provides a minimum pay of $1,080 per year, $90 per month, or $3 per day, for full-time employees, and 37½ cents per hour for part-time workers; it has twice passed the House of Representatives—September 24, 1918, in the Sixty-fifth Congress, by a vote of 252 to 16, and on July 22, 1919, in the Sixty-sixth Congress, by a vote of 327 to 48. This measure, when passed, will represent not merely a material benefit to 66,000 of the lowest-paid employees of the United States Government, but the establishment of the basic principle that every worker is entitled to at least a living.

Early last fall the Legislative Committee of the Federation endeavored to secure the appointment of a subcommittee of the Senate Committee on Education and Labor. In spite of the efforts of Senator Johnson, sponsor for the bill in the Senate, and the active cooperation of Mr. Nolan, this committee was not appointed until January owing to the opposition of Senator Hoke Smith, chairman of the Senate Committee, who is opposed to the Minimum Wage bill. Still further delay was encountered in obtaining the appointment of a chairman, and it was not until late in January that Senator Johnson, Mr. Nolan, and representatives of the Federation were invited to appear at the first meeting of the committee and the following program was decided upon:

Senator Johnson turned the matter over to the Federation as far as the program was concerned, and Senator Jones, chairman of the subcommittee, asked that the question be presented fully from the standpoint of theory, practical application, and facts as to the numbers and groups of employees who would be affected.

The Legislative Committee, in anticipation of these hearings, had some weeks previously called together representatives of the various government labor organizations in Washington and had likewise asked the field locals for advice, suggestions, and possibly witnesses to be present at the hearings. The groups who responded, offering witnesses to bear personal testimony as to the hardship of their positions, were from field locals, the custodian service in Chicago and Trenton, the customs laborers of New York, Philadelphia and Baltimore, the watchmen of the Bureau of Engraving and Printing, school janitors, teachers, District of Columbia Government, city firemen, and clerical workers in Washington. The crowd of federal employees attending the hearings was so great that adjournment had to be taken to the largest committee room in the Senate Office Building. The program of the hearing, which was outlined and organized by the National Legislative Committee and the Legislative Committee of the National Women's Trade Union League, after consultation with the several locals interested and with the prospective witnesses in person, was as follows:

"Theory of the Minimum Wage," Dr. John A. Ryan, professor of political science, Catholic University.

"Application of the Minimum Wage Principle," Henry Sterling, legislative representative, A. F. of L.

"Cost of Living," W. F. Ogburn, statistical expert, National War Labor Board.

Statement as to general conditions in government service, number of employees affected by this bill, turnover, percentage of employees with dependents, estimated cost of bill and desired amendments, Luther C. Steward, president, NATIONAL FEDERATION OF FEDERAL EMPLOYEES.

"Salaries in Private Employ as Compared with the Government," Victor T. J. Gannon, of the United States Employment Service.

"The Lower-paid Women Employees of the Government," Ethel M. Smith, legislative secretary of the National Women's Trade Union League.

Indorsement of the Legislation, Jessie R. Haver, executive secretary, Consumers' League of Washington.

PERSONAL TESTIMONY

The Custodian Service, Peter J. Lydecker, Federal Employees Union No. 80, Trenton, N. J.

Custom-House Laborers, John O'Brien, Federal Employees Union No. 4, New York, N. Y.

Custodian Service in the Baltimore Postoffice, Frank A. Bush, Federal Employees Union No. 21.

Customs Service in Baltimore, M. Thompson, Federal Employees Union No. 21, and Edwin P. Baldwin, Federal Employees Union No. 21.

Bonded Warehouse in Baltimore, J. J. Flynn, Federal Employees Union No. 21.

Laborers, Customs Service in Philadelphia, George W. Fisher, Federal Employees Union No. 23.

School Teachers, Maude E. Aiton, legislative representative of the School Teachers Union.

WRITTEN STATEMENTS

The District employees, Wm. F. Franklin, secretary, Federal Employees Union No. 89.

Colored employees in the District of Columbia, Richard Taylor, president, Federal Employees Union No. 71.

Watchmen of the Bureau of Engraving and Printing, James Yates, Federal Employees Union No. 2.

Custodian Service, Public Schools of Washington, T. J. Jones, recording secretary, School Custodians and Janitors Union No. 14596.

Watchmen in Washington, H. A. Raines, president, Federal Guard and Watchmen's Union No. 14964, A. F. of L.

Gardeners and Laborers employed in Experimental Gardens and Grounds, Bureau of Plant Industry, Department of Agriculture, E. M. Byrns.

Teachers of the District of Columbia, Cora McCarty, representing the Federated Committees of Teachers Unions of the District.

Public Library of the District of Columbia, Louise Endicott, president of the Public Library Branch of Federal Employees Union No. 89.

After the presentation of the subject in its general aspects, the personal testimony of eight or ten individual witnesses, and the presentation of the case of the women employees, the Senators conferred among themselves and announced that no further individual testimony would be necessary. This eliminated a large number of special witnesses the Federation was anxious to present, but the committee invited written statements, which were supplied as above noted.

Notwithstanding the scope of the hearing, however, Senator Jones, of New Mexico, chairman of the subcommittee, was not convinced that the bill should be passed and declined to open the way for a report to the general committee and thence to the Senate in time for action before March 4, when Congress adjourned. Senator Borah and Senator Hollis, the other members of the subcommittee, both stated that they were in favor of the bill and were ready to report, and Senator Johnson was certain, he said, that the bill would pass once it came before the Senate. Our locals were appealed to for letters to Senator Jones and the committee called upon him in Washington at various times to urge him to report the bill. This was all fruitless, however, and this measure with many others was lost at the close of the session. It will therefore be necessary to reintroduce it in both Houses of Congress at the next session, and make the fight all over again.

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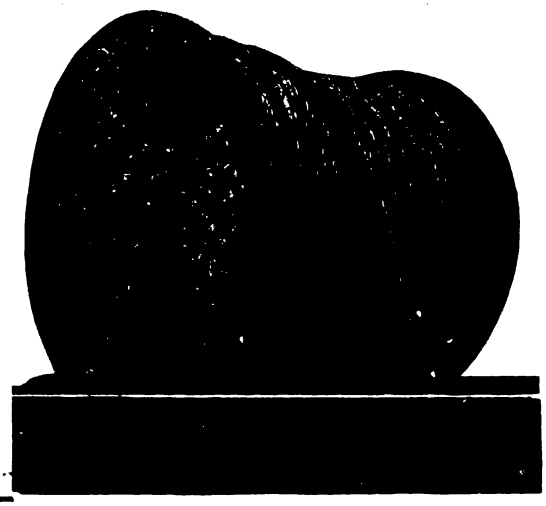

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LEGISLATION SITUATION REVIEWED AT LENGTH

In concluding that portion of his report given over to the work of the Legislative Committee, Mr. Steward gives an interesting summary of the legislative situation at the end of the Sixty-fifth Congress and the work of the committee during the first session of the Sixty-sixth Congress. Owing to its importance it is reprinted here virtually in full.

The session thus ended, being the short session, would have been crowded in any event, but because of the international situation and the political conditions arising from that, few measures during the latter months received consideration on their merits if considered at all. Because of the congestion the Legislative Committee found no opportunity to introduce its bills to remove restrictions on interdepartmental transfers and to provide vocational training for war veterans as prerequisite to civil service appointment.

An overwhelming public sentiment regarding the soldiers caused the adoption of an amendment to the census bill giving preference to soldiers, sailors and marines and their widows. This was offered by Senator New, of Indiana, without warning, and passed without debate in the Senate. The House passed this provision by a vote of 240 to 1.

Under the veteran-preference amendment, no civilian will stand a chance of appointment so long as there are soldiers on the register—which will be for a generation.

On the whole, in view of the failure of so much legislation, and the inevitable difficulties of the short session, the Federation is fortunate to have obtained two such measures as the salary increase and the reclassification commission.

Above everything, the experience at this session demonstrated anew the necessity for incessant vigilance, initiative, and coherent plans at every step in the program. Every day's action in Congress, on the floor and in committees, must be watched, and for every action desired from Congress some advocate among the members must be found who will lead the fight. Nothing can be had without going after it systematically.

Immediately upon the convening of the special session of Congress, April 19, the House Appropriations Committee began work upon the supply bills left over from the previous session, namely, the Sundry Civil, Agricultural, Army, Navy, District of Columbia, and deficiency appropriation bills, in all of which the NATIONAL FEDERATION OF FEDERAL EMPLOYEES was interested. The Nolan Minimum Wage bill was also immediately reintroduced by Representative Nolan, and the retirement bill, revised by the Joint Retirement Conference, was reintroduced in the House by Representative Lehlbach, of New Jersey, chairman of the Committee on Civil Service and Retrenchment, and Senator Sterling, of South Dakota, chairman of the corresponding committee in the Senate. In its revised form the retirement bill provides an annuity of $720 instead of $600, and in some minor respects also is more favorable to the employees.

NO HEARINGS ON SUNDRY CIVIL APPROPRIATION BILL

As the supply bills were given right of way in Congress, and the House leaders stated that general measures such as the

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Nolan bill and retirement could not receive consideration until after the appropriations for the next fiscal year had been provided, the Legislative Committee devoted its immediate attention to the provisions with which the Federation was concerned in the supply bills.

A hearing was accordingly asked for before House and Senate subcommittees dealing with the Sundry Civil bill, for the purpose of urging increases in the base pay as estimated by the departments for the employees of the Bureau of Engraving and Printing, St. Elizabeth's Hospital for the Insane, the custodian, customs, immigration, fisheries and Indian services, penitentiary guards, and all other groups affected by the bill. The chairman of the House Committee, Representative Good, of Iowa, stated, however, and his statement was confirmed by Republican Floor Leader Mondell, that the Sundry Civil bill would not be reopened for hearings, but would be passed approximately in the form the last House had passed it. Not even the department heads would be given an opportunity before the committee. Approximately, this policy was, in fact, carried out.

FIGHT IN BEHALF OF UNITED STATES EMPLOYMENT SERVICE

A deficiency bill, which was the first measure considered by the special session of the new Congress, carried an item for the United States Employment Service for the remainder of the current fiscal year. This, however, was eliminated, and during the last few weeks of the year the already crippled bureau, which had been denied a deficiency fund by the previous Congress, was obliged still further to cut down its organization and face the prospect of complete discontinuance July 1.

The House Appropriations Committee, however, notwithstanding its declared policy of not increasing the sundry civil appropriation, responded to the extent of recommending an item of $200,000 for the Employment Service. When the bill came up on the floor of the House, a point of order was made against it by Representative Blanton, of Texas, and was sustained, although considerable partisan debate took place. As the point of order had come from the Democratic side, Republican Leader Mondell called attention to the good intentions of the Republicans in recommending the item, whereupon Democratic Leader Champ Clark demanded that the Republicans prove their sincerity by having the Rules Committee bring in a rule to make the item in order. This challenge was not taken up, however.

By this time, the Senate Committee, having evidence of the public sentiment which demanded the maintenance of a Federal Employment Service, deemed it advisable to restore the $200,000 item which had been eliminated in the House. This cautious recommendation was not only approved by the Senate body, but was amended on motion of Senator Robinson, of Arkansas, to $400,000. This was rejected in conference, but restored on the floor of both Houses, and finally passed, although Representative Blanton attempted to have the House instruct its conferees to disagree. The sentiment of the House by this time may be judged from the fact that Mr. Blanton himself cast the sole vote in favor of his proposition.

WOMAN-IN-INDUSTRY SERVICE OF THE U. S. DEPARTMENT OF LABOR

The only one of the so-called war services of the Department of Labor provided for in the Sundry Civil bill at the last session was the Woman-in-Industry Service, which was allowed the sum of $40,000 for

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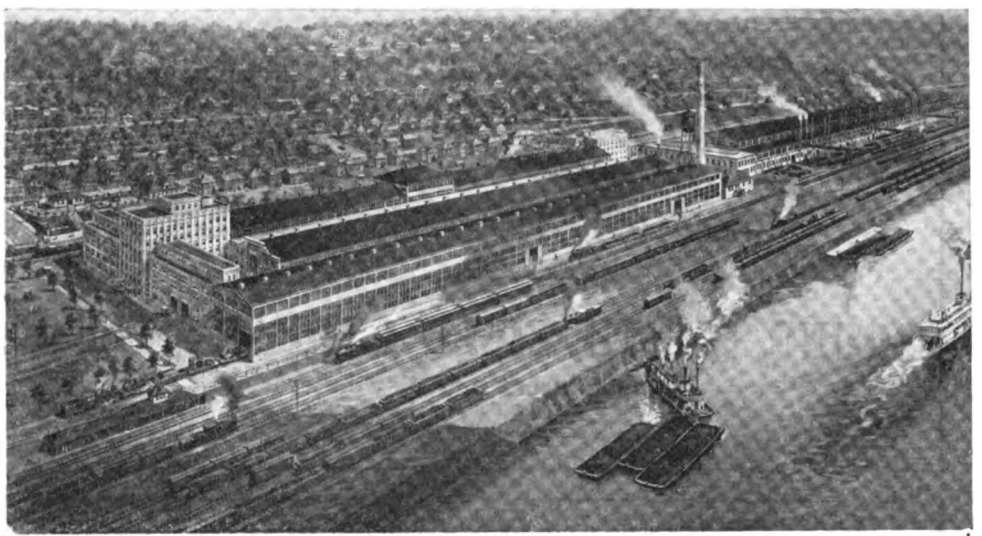

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an overwhelming nation-wide task. This item was retained in the bill as reported to the new Congress, but because the sum was so inadequate the National Women's Trade Union League and other women's organizations throughout the country made a vigorous campaign to have it increased to $150,000, in accordance with the recommendations of the Secretary of Labor.

THE KING AMENDMENT TO THE AGRICULTURAL BILL

In the course of debate in the Senate on the Agricultural Appropriation bill, Senator King, of Utah, attempted to amend each section to prevent the payment of any salary greater than $2,500 to lump-sum employees of the Agricultural Department. Failing in these successive efforts, he offered a blanket amendment of this kind at the end of the bill, which, for some reason, was agreed to by the Senate. The effect of this amendment would have been to reduce by 40 to 50 per cent the salaries of many of the department's experts in such nationally important work as meat inspection, food inspection, combating the boll-weevil and the foot-and-mouth disease, and numerous other investigations of vital import to the farmers throughout the country.

The president of the Agricultural Department Branch of Local No. 2 promptly took the matter up with the National Legislative Committee, and a special committee consisting of Secretary-Treasurer Newmyer, Dr. R. H. True, and Dr. P. G. Agnew, of the scientists section of the union, went at once to see Senator Gronna, chairman of the Senate Agricultural Committee, and members of the House Committee, to urge the elimination of the King amendment by the conferees. Meantime officials of the Department of Agriculture and officers of other employees' organizations were also preparing arguments to lay before the committee.

Senator Gronna invited Mr. Newmyer and his committee to send representatives of the Federation to a hearing before the conferees the next morning, and President Steward and Dr. True appeared. The ranking Democratic member of the House Committee, Representative Lever, of South Carolina, had meantime promised our committee his support on this proposition.

The result of the interview between our representatives and the conferees was the elimination of the objectionable amendment in the conference report and the final adoption of the bill without it. As no other organization obtained a hearing before the conferees, and so far as known the department officials themselves did not appear, the Federation may claim to have been the instrument in this case of preventing a 40 to 50 per cent cut in the salaries of more than 1,000 employees of the Department of Agriculture.

THE NAVAL RESERVISTS AND THE CIVIL SERVICE

Efforts on behalf of naval reservists to have them retained in the service, doing the same work as civilians without being subject to civil service regulations, were protested by the Federation through the president, who appeared for the purpose before the Naval Affairs Committee when the Naval Appropriation bill was under consideration. This bill as reported from the committee provided for the discontinuance of the naval reserve force as such after thirty days, and required that all reservists retained for civilian duty must qualify through civil service examination within twelve months. These provisions were retained in the bill as passed by Congress.

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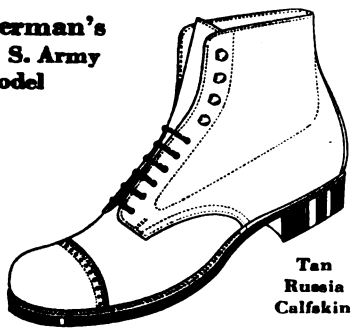

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NOLAN MINIMUM WAGE BILL

Although House leaders had given the Legislative Committee to understand that no progress could be made with the Nolan bill until after the first of July, the House Committee on Labor announced brief hearings on the bill for June 6. In view of the previous exhaustive hearings on the question, and the large majority the bill received in the House in the last session, Representative Nolan asked that the present hearings be confined to brief statements from a few representatives of the interested organizations.

Accordingly, the National Federation was represented at the hearings by President Steward, Vice-President Nagl, and Organizer Gertrude McNally, and the National Women's Trade Union League by its legislative secretary, Ethel M. Smith. These speakers asked for several amendments to the bill as passed in the last House, as follows:

Providing that the law become effective immediately upon its passage.

Providing that the bill apply to all persons 18 years or over, instead of 20 years or over.

Providing that it apply to all employees in the service at the time of passage of the act, instead of excluding those appointed since June 30, 1918.

Providing that employees receiving subsistence or quarters or both be included in the provisions of the bill if the value of these perquisites plus their salary falls below the minimum wage provided in the bill.

These amendments, although discussed at some length in committee, where some of them encountered some opposition, were adopted by the committee and reported to the House, where the bill was unexpectedly brought up for action on calendar Wednesday, July 9. At this time, when the bill was being debated in Committee of the Whole, Representative Good, of Iowa, chairman of the Appropriations Committee, offered an amendment providing that in the application of the Nolan bill, the salary increase of $240 per year granted in the legislative appropriation bill should be computed as base pay. This amendment would have affected all the employees in the grades between $880 and $1,080 who are now receiving the $240, and it was adopted in the Committee of the Whole by a vote of 74 to 45. Representative Nolan thereupon promptly moved that the committee rise, which action was taken, thus saving the situation by giving the Federation's Legislative Committee time to get into action on this unexpected development. The bill could not again come up for consideration until the next calendar Wednesday.

Our locals were at once notified to take the matter up by telegram with their Representatives in Congress and with Representative Good; a letter setting forth the objections to the amendment was sent to every Member of the House, and an active publicity campaign was started. At the same time a committee was organized from the Washington locals to canvass the entire membership of the House of Representatives on the subject. Allowing time for responses to arrive from our field locals sixteen picked interviewers then visited the House Office Building, and by the time their returns were in, the day before the bill was to come to vote, the national headquarters knew that the Good amendment was defeated. Not even Representative Good himself defended it on the floor, and the amendment was defeated (283 to 91) on July 16.

When the vote came on the bill itself, Representative Blanton, one of its few opponents, succeeded in preventing final

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passage that day by demanding the reading of the engrossed copy of the bill, which could not be obtained at that late hour in the afternoon. The bill came up the following week, as unfinished business, and was passed by a vote of 327 to 48, the entire opposition coming from the South. Not a Republican vote was cast against the measure, and many Southern Democrats, as well as other Democrats, including the entire delegation from Arkansas, voted for it.

We believe that once the bill is reported to the Senate, it will prevail, but mean time we must exert our utmost power to persuade the Senators who are obstructing it.

THE STATUS OF THE REVISED RETIREMENT BILL

The McKellar-Keating bill, which provided for retirement of government employees, and which was introduced in the Sixty-fifth Congress, failed of passage in the Senate because of the attitude of certain Senators who preferred another bill (the Pomerene bill) or else were opposed to any retirement legislation. In the House it was impossible to get the bill up because of the congested condition of the legislative calendar.

Immediately following the adjournment of Congress in March, the Joint Conference Committee on Retirement, which has been handling all the proposed retirement legislation for some time, and which is composed of representatives of all organizations of government employees, met and decided to take up at once the question of retirement in anticipation of an extra session of the Sixty-sixth Congress. Accordingly, a special committee was appointed with John S. Beach as chairman for the purpose of reviewing, and if necessary revising, the McKellar-Keating bill. After repeated meetings, extending over a period of two months, a revised bill was introduced in May in the House of Representatives by Congressman Lehlbach, of New Jersey, and in the month of June in the Senate by Senator Sterling, of South Dakota. Subsequently hearings were held by both the Senate and House committees, and the revised bill, with changes, has been reported favorably to both Houses. Up to this time, it has not been possible to secure consideration of the bill in either House, but those who are interested in the movement are hopeful of its passage at this session.

It can be stated in reference to the recent hearings that they were very largely attended and more convincing testimony was presented than at any other similar hearings.

EXTENSION OF JURISDICTION OF RECLASSIFICATION COMMISSION

When the Reclassification Commission was established, by provision in the Legislative appropriation bill passed at the last session of Congress, members of House and Senate Appropriation Committees both gave the Federation to understand that the reclassification work was limited to the District of Columbia only because the entire field at one time would be too large a burden. The Legislative Committee, therefore, at the beginning of the special session, endeavored to secure, along with an added appropriation for the work of the Commission, an extension of its jurisdiction to the entire country. The Sundry Civil bill as reported to the House carried an item of $25,000 for the Commission's further work in the District of Columbia, and, although objected to by Representative Blanton, this provision was adopted by the House. In the Senate the amount was increased to $75,000, and the conferees agreed upon $65,000. Friends of

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the Commission advised the Federation not to press for extension of jurisdiction at this time, and that effort was accordingly suspended until such time as it could be made to better advantage.

DATA SOUGHT REGARDING LABOR COSTS AND COST OF LIVING

The repeated statement and widespread assumption that rising prices are due to rising wages, notwithstanding the known fact that prices always rise before wages rise, and go far higher in proportion, led the National Legislative Committee to seek some means of ascertaining the facts as to labor costs on the principal commodities that make up the cost of living. Reports of the Tariff Commission and the Department of Commerce show, for example, that in the cost of producing sugar the cost of agricultural and factory labor was 42.4 per cent of the total cost of production in 1918. This is an industry of which the labor cost is relatively high. Of the cost of making men's shirts and collars the workers received in 1916 25 to 36 per cent; on men's factory-made clothing the labor cost is 37 to 46 per cent; on knit goods, including hosiery and underwear, the labor cost is 29 per cent, and on women's muslin underwear 22 to 25 per cent.

In the face of such facts as these and others within our observation the statement persists that higher wages are the cause of the higher prices. Believing that a study of the subject, together with an examination of the income and excess profits tax returns, would furnish conclusive evidence as to where the cause really lies, the Legislative Committee asked Representative William L. Carss, of Minnesota, to introduce the following resolution:

"*Resolved*, by The House of Representatives, that the President of the United States be requested to furnish the House with such information as may now be in the possession of the Federal Trade Commission, which will identify or tend to identify the proportion that labor cost forms in the total cost of production of coal, steel, copper, oil, cement, lumber, paper, cotton textiles, flour, meat, canned goods, and other important commodities as to which it may have such information and which it may readily supply, together with explanation pertinent to the data furnished."

This resolution was referred to the Committee on Interstate Commerce, which has thus far taken no action. If the committee does not report within seven days, Representative Carss will move to discharge the committee from further consideration of the resolution, which, being drawn as a privileged resolution, must then be considered by the House.

Simultaneously with the introduction of the Carss resolution, Senator Walsh of Massachusetts introduced a resolution requiring full publicity of the income tax returns of corporations and individual producers and distributors of foodstuffs. This proposal is in the form of an amendment to the bill providing for investigation of the causes of the high cost of living.

SALARY ADJUSTMENTS IN NAVY AND WAR DEPARTMENTS

The report of the President indicates very clearly that the work of the executive officers in behalf of the federal employees has by no means

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been confined to the introduction of legislation. On June 10, 1919, the Navy Department, after a series of conferences between Mr. Steward and Assistant Secretary of the Navy Roosevelt, issued an order establishing wage boards at each navy yard and station for the purpose of adjusting the wage scales of the classified employees. The creation of these boards is a distinct achievement toward the full establishment of collective bargaining in the government service.

But this is not all that has been accomplished in the Navy Department by conference between President Steward and Assistant Secretary Roosevelt. On April 3, 1919, an order was issued increasing the salaries of classified employees $120 per annum by individual certification to these employees, and it followed that the temporary increase of $240 for the present fiscal year was granted without further certification.

Turning its attention to the War Department, the Federation, with the cooperation of other interested organizations, secured an order under date of August 7, 1919, to the effect that all employees at government arsenals who are permitted under the law shall receive the benefit of the temporary salary increase.

Speaking of the restriction proposed by the Secretary of War in December, 1911, which provided in effect that no civilian employee in the field service in the Engineer Service shall be granted basic compensation in excess of $1,500 except a vacancy arise in a higher-paid position, Mr. Steward said:

> This matter was first taken up with the Office of the Chief of Engineers, which is favorable to the removal of the restriction, but lacks authority to institute the necessary change without the direction of the Secretary. Two personal interviews have been had by the National President with the Secretary of War, who has called upon the Chief of Engineers for a full report with recommendation, and we are hopeful that the oppressive limitation will be removed in the near future.

THE CASE OF THE PICATINNY (NEW JERSEY) EMPLOYEES

An interesting incident which happened at the Picatinny Arsenal, N. J., is told in the following words:

> During the latter part of June, 1919, a local union was formed at Wharton, N. J., composed of employees at the Picatinny Arsenal. Temporary officers were elected at the first meeting, and within 24 hours the temporary president received official notice of dismissal from the government service as a part of a wholesale reduction in the arsenal force to become effective July 1, 1919.
>
> A committee was sent to Washington to enlist the aid of the National office, this committee including the president of the Wharton local and the president

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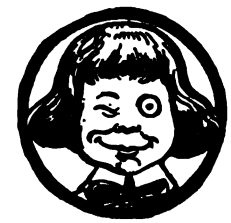

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of the Dover local, who was selected by the Picatinny employees to represent them in the matter. After satisfying himself that certain injustices were about to be done, the National President laid the whole matter before the Chief of Ordnance, with request that a general investigation be conducted by the Ordnance Department at the Picatinny Arsenal. The investigation was ordered at once, with the investigating officer sitting together with the presidents of the Dover and Wharton locals to hear all the grievances presented, with the result that a unanimous decision was reached as to the merits of each case presented; the conduct of the union at Wharton was officially commended, its president was retained in the service, and arrangements were perfected whereby all grievances arising at the Picatinny Arsenal are to be hereafter adjusted between the commandant and the president of the local union as the representative of the employees.

One of the most important of the ultimate aims of the National Federation is the establishing throughout the federal service of a system of shop committees of the organized employees to deal with departmental officers concerning matters affecting the personnel. In connection with the organization of the Bureau of War Risk Insurance of the Treasury Department, the National President discussed with the Director of War Risk Insurance the establishment of such a system in that bureau, and was invited to submit a detailed plan with the assurance of its adoption.

As this is the largest unit in the entire federal service, embodying approximately 15,000 employees, we feel that this is an unparalleled opportunity to demonstrate the efficiency of democratization of the public service through the admission of the employees to participation in the management of the bureau. Success with this plan will unquestionably mark a new epoch in the organization of the government service.

EFFECTIVE COOPERATION WITH OTHER ORGANIZATIONS

Speaking of the cooperation of other organizations with the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, the report says:

Effective cooperation has been maintained by the national office with a number of organizations having mutual interests. In the legislative work, as elsewhere reported, joint committees were formed for pushing the Nolan bill, including representatives of all the organizations affected, namely, the teachers' unions, school janitors, and fire fighters, and the Federation has been represented as heretofore on the Joint Committee on Retirement, which includes representatives from all organizations of government employees.

We have maintained at all times the closest cooperation with the National Federation of Postal Employees, the National Association of Letter Carriers, and the Railway Mail Association, recognizing the common interests of all organizations of government employees.

Recognizing also the importance to the trade-union movement of the unionization of public school teachers, the Federation has assisted the American Federation of Teachers as well as its five local unions in Washington whenever opportunity occurred.

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Our cooperation with the National Women's Trade Union League, with whom we are affiliated, has been noted in connection with the legislative and publicity work. In addition, National Organizers Peabody and McNally and District Organizer Cloud have had material assistance from the local Women's Trade Union Leagues of Boston, New York and Philadelphia.

Shortly after the convention of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES last year, the officers of the National Civil Service Reform League sought a conference with officers of the Federation with a view to cooperative work. At this conference it appeared that to a large extent the programs of the two organizations were in harmony, and subsequently the President of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES was invited to address the annual meeting of the National Civil Service Reform League in Philadelphia, April 11. [President Steward's address appears in the August FEDERAL EMPLOYEE, pages 470-472.] At this meeting the point of view of the organized government workers was presented to the Civil Service Reform League for probably the first time, and the League, it is understood, is considering the question of indorsing the principle of trade-unionism in public service.

RECOMMENDATIONS OF THE PRESIDENT

The President asks the delegates' attention particularly to the processes by which the bills in which the Federation is interested have been passed. This is emphasized because we need, as an organization, to perfect our machinery for legislative work in every detail, so that a call from the national office will bring from every local, without exception, an instantaneous response, and a large measure of it.

But the delegates are asked also to consider the kind and scope of the measures with which we have been successful. These are not minor pieces of legislation, not pay increase for a single group or a single service or bureau, but comprehensive laws, representing some fundamental benefit to the employees and the civil service in general. We have secured a flat salary increase for the current year of $240. We have secured a commission on reclassification of salaries, the jurisdiction of which we hope to have extended to the entire service, and this commission we rely on to give us, by the time our temporary increases lapse, a standardized salary scale which will benefit every employee in every service. We may reasonably expect soon to secure a minimum wage for all employees of $1,080 per year.

Therefore we urge the locals and the delegates to this convention not to ask for piecemeal legislation, benefiting particular services or groups of employees. To the national office in Washington it is very clear that our major bills are jeopardized by pushing the multitude of smaller measures, and the chances of securing the small relief when we are working for the larger thing is practically nil. The Legislative Committee therefore has followed, and asks the convention to ratify, a policy of putting its energies on the broad measures, keeping all others secondary, and, if they conflict with the progress of the larger plans, eliminating them.

The legislative measures now on our calendar are:

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(1 The Nolan bill; (2) the retirement bill; (3) repeal of law restricting transfers at increased compensation; (4) overtime pay; (5) extension of jurisdiction of the Reclassification Commission to cover the entire field.

To this will shortly be added the report of the Reclassification Commission, which must be laid before congress for enactment into law. These are all comprehensive measures and by themselves make up a big schedule.

AN EMPLOYMENT MANAGEMENT DEPARTMENT FOR THE GOVERNMENT

To that schedule, however, it is recommended that another big general measure be undertaken, namely, the establishment of a central agency to handle personnel matters for all departments of the Government, including appointments, promotions, demotions, dismissals, general conditions of employment, a training school for executive positions, and a comprehensive promotion system. This would mean either the expansion and revision of the functions of the existing Civil Service Commission or the setting up of an entirely new organization, comparable to the employment management department of an industrial establishment. It would necessarily involve revision of the civil service law. And it should provide for a governing body composed of representatives of the administration, the employees, and the general public.

It can not be too strongly urged that the local unions put their energies behind these broad general pieces of legislation, in preference to the small measures of limited or purely local application.

NATIONALIZATION OF NATURAL RESOURCES AND BASIC INDUSTRIES

Supplementing the program for better wages and working conditions for the employees, as represented in the measures above outlined, the Federation should adopt a constructive attitude toward other aspects of the all-important problem of the cost of living. Indefinite wage increases are no solution if prices continue to rise more rapidly than wages. Some means of limiting the profits on the necessaries of life must be found, some means of assuring to the workers a larger share of what they produce, and the knowledge that their labor goes to the benefit of the many rather than to the exorbitant profit of a few.

An immediately important factor in this problem is the control and operation of the transportation systems of the United States in the interests of all the people rather than a group of investors seeking personal profit. Another issue is governmental control of the packing interests, which to so large an extent at present control the country's food supply. No less vital is the nationalization of the natural resources of the country, so that the people's property cannot become the booty of unscrupulous super-profiteers.

A young German officer, rather new to his work, was drilling a squad of raw recruits, and gave the word of command: "Lift the right leg!" One of the soldiers by mistake raised his left leg, so that it joined closely to the right leg of his neighbor. "Donnerwetter!" exclaimed the officer, "what jackanapes has lifted both his legs?"—*Fliegende Blätter.*

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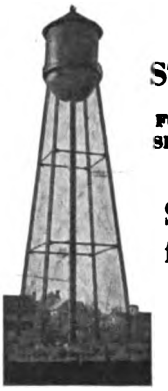

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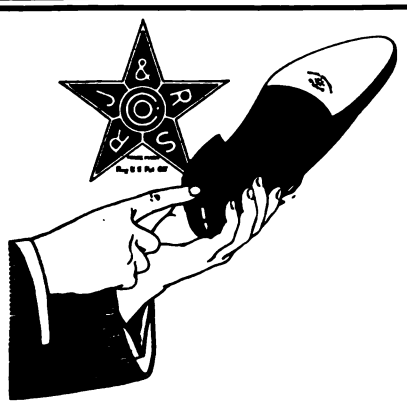

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The Gentleman from Texas

(*Continued from page* 613)

fit to attack the Committees on Labor of the House and the Senate, and the gentleman from New York (Mr. MacCrate) and myself in particular. I am not going to go into detail on that, but I think if ever the Employment Service bill comes before the House we will have it out thoroughly. But during the course of his remarks he saw fit to characterize the editor of the *San Francisco Call*, which is not like the *New York Call*, a Socialist paper, but is a leading San Francisco daily newspaper, Fremont Older, a man who was 25 years editor of the *San Francisco Bulletin*, one of the most progressive and upstanding newspapers of the country, and which has been characterized, as I understand, as one of the five leading dailies of the United States. I do not have to defend Fremont Older. If Fremont Older is an anarchist, as stated by the gentleman from Texas, then every man who makes a fight for civic decency and against political corruption in this country is also an anarchist. Fremont Older all his life in San Francisco has been fighting for the things that are right, and every right-thinking man in San Francisco who may not agree with him on the subject of preparedness or militarism will agree that Fremont Older is an honest worker in every cause that most needs aid.

I want to say in passing that I am honored by having the friendship of Fremont Older. I did not seek his friendship or support—it cannot be gained in that way—but he supported me in every campaign I have made. If it was not for the support of men like Fremont Older, a man like me, who came from the ranks of labor holding a position paying $40 per week to a position paying $625 a month would never have an opportunity of sitting with you gentlemen in the most representative legislative body in the world. [Applause.]

Now, Mr. Speaker, I do not need to rise in the defense of Fremont Older. He needs no defense at my hands. He enjoys the confidence and esteem of the best people of the State of California.

I want to say in passing that the gentleman from Ohio (Mr. Longworth) was not even immune from attack by the gentleman from Texas. He told about numerous letters that he, the gentleman from Texas, had received, and he said that during the 15 years of the career of the gentleman from Ohio he, the gentleman from

(*Continued on page* 634)

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The Secretary-Treasurer Submits His Report

To the Officers and Delegates of the Third Annual Convention of the National Federation of Federal Employees, Greetings:

SINCE our last convention forty-one local unions have been added to our ranks. One of the interesting features of this growth is that these new unions are located in twenty-seven States, the Hawaiian Islands, and the District of Columbia, as follows:

Four in New Jersey.

Three in West Virginia.

Two each in Kansas, Utah, New York, Massachusetts, Texas, Virginia, Oklahoma, and Georgia.

One each in Colorado, Connecticut, Rhode Island, Wisconsin, Delaware, Montana, Indiana, California, Maryland, Hawaiian Islands, New Mexico, Alabama, Mississippi, Idaho, Arkansas, Iowa, Ohio, and the District of Columbia.

This indicates clearly that the federal employees in all sections of the country are taking a great deal of interest in the movement represented by our organization. With active unions in so many different localities we are now provided with machinery for bringing to the attention of Members of Congress the merits of any proposed legislation in which government employees may be interested. The officers and members of our locals have rendered valuable aid in connection with campaigns of this kind and this assistance has been an important factor in achieving any measure of success which our organization has attained.

While the increase in the number of our local unions is extremely important, the growth in the number of our individual members has been more gratifying. Since the Chicago convention last year we have added nearly 39,000 members to our ranks, which represents a growth of about 300 per cent in our aggregate membership in the course of twelve months. A few unions have been practically disbanded because of the reduction of the personnel of certain governmental activities, while the membership of other unions shows a slight reduction from a similar cause. In the aggregate, however, most of the unions show a healthy growth, running from 200 per cent increase in some of the larger unions to 500 per cent or more increase in the smaller ones.

Such a heavy increase in membership necessarily involves an immense amount of work at national headquarters which, in a measure, will account for the apparent lack of attention to some of the problems our locals have

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referred to the national. As the organization grows, however, the machinery for handling our various problems should become more efficient and complaints of this character should be reduced to a minimum.

PROPOSED REFERENDUM ON RETIREMENT LEGISLATION

At the June meeting of the Executive Council consideration was given to the question raised by Federal Employees Union No. 40, Albuquerque, N. Mex., as to obtaining a referendum vote on the so-called McKellar-Keating Retirement Bill. After due consideration the Council was of the opinion that such action was unadvisable at this time. The following circular letter, which is self-explanatory, was sent to all of our local unions:

June 11, 1919.

To Presidents, Secretaries, and Members of All Federal Employees Unions:

At the morning session of the Executive Council on Saturday, June 7, 1919, the Council took up the question of the appeal made by Federal Employees Union No. 40, Albuquerque, New Mexico, to the other unions of our organization for the purpose of obtaining a referendum vote on the so-called McKellar-Keating Retirement Bill.

The reasons for this action on the part of the members of Local No. 40 are set forth in a letter to the secretary-treasurer from the union under date of June 2, 1919, which letter was signed by H. H. Chapman, president; Ward Shepard, secretary, and Joseph A. Barrett, treasurer. An excerpt of said letter is given below, which is self-explanatory:

"In accordance with the views expressed in our letter of May 13, we desire to repeat that, in the opinion of the union, retirement legislation has not been sufficiently discussed, nor are we aware of any thoroughgoing attempts to secure the opinions of government employees on this subject.

"We are absolutely in favor of a retirement law. We will back the revised McKellar-Keating bill provided the objectionable feature of a flat $720 maximum pension is eliminated and a graduated pension rate be fixed in *proportion to salary* just as payments are fixed.

"We are appealing to the locals to request a referendum in accordance with Article XI of the National Constitution. In view of this action and its probable success, do you not believe it advisable to secure a suspension of consideration of the retirement bill until this question is settled? On a matter of such vital importance a referendum seems absolutely essential."

After a thorough consideration of all phases of the question, the Council decided that it is highly unadvisable for the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, or for any of our local unions, to do anything at this time which would have a tendency to block favorable action on the retirement measure adopted by the Joint Conference on Retirement. Under instructions from the Council, the following telegram was sent to all local unions:

"Executive Council now in session here urge no action be taken your local on request from Albuquerque local for referendum on retirement legislation pending full explanation status this matter which

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National office will mail you within three days.—LUTHER C. STEWARD."

President Chapman of the Albuquerque Union was advised of this action as follows:

"Your letter second. Am wiring all locals by direction Executive Council urging no action be taken on your request for referendum on retirement legislation pending explanation which goes forward by mail to all locals within three days.—E. J. NEWMYER."

The attention of all our members is called to the following:

1. The McKellar-Keating Retirement Bill was drafted by the Joint Conference on Retirement, which committee is composed of representatives of some twenty-five organizations of government employees interested in retirement legislation.

2. That this bill is the result of many compromises on the part of the representatives of the several organizations interested.

3. That, while in the opinion of some employees, the McKellar-Keating bill may not be an ideal retirement law, nevertheless it is the measure which the representatives of the several organizations have agreed to support, and that any active opposition on the part of members of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES will be decidedly embarrassing to the officers of your National organization.

4. That this bill was indorsed by the thirty-eighth convention of the American Federation of Labor at St. Paul, Minn., in June, 1918, a resolution on the subject having been introduced in the convention by the delegates of the National Federation of Postal Employees, the National Association of Letter Carriers, the Railway Mail Association, and the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, in the last-named instance pursuant to the action of the second annual convention, which was held in Chicago, Ill., in September, 1918.

If our members desire some other form of retirement legislation, their delegates to the San Francisco convention of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES should be instructed accordingly.

For the information of our members it may be stated that the McKellar-Keating bill has been revised by the Joint Conference on Retirement, referred to above, and that the revised measure was introduced in the House of Representatives on May 26, 1919, by Representative Lehlbach, of New Jersey. A circular which explains the salient features of the new bill is inclosed herewith for your information.

Under Article XI of the Constitution of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, our local unions have a right to call for a referendum on retirement legislation if they are so inclined. It may be stated, however, that the Executive Council has no desire whatever to influence the referendum vote which has been proposed by the Albuquerque Union, the object of the telegram sent you on the 7th instant relative to this matter, as well as the object of this circular letter, merely being to place all the facts before you, in order that you may be fully informed of the history of the development of the Lehlbach Retirement Bill.

By direction of the Executive Council.

S. TYSON KINSELL,
Acting President.

E. J. NEWMYER,
Secretary-Treasurer.

It appears that the Albuquerque Union had circularized all the other unions with reference to this matter and that their reasons for such were

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set forth in the circular letter of June 2, 1919, copy of which is given below:

June 2, 1919.

To all Federal Employees Unions:

We are seeking a referendum on the proposed retirement bill in accordance with Article XI of the National Constitution.

The revised McKellar-Keating retirement bill retains the obnoxious provisions pointed out in our letter of May 13 to the National Federation, a copy of which was sent to each local, namely:

1. A *maximum* flat pension rate of $720 per annum, combined with—
2. A forced contribution of 2½ per cent of salary.

This union is absolutely in favor of a bill that will provide a rate of pension in fixed proportion to salary, no matter what that proportion is, with the further provision of a minimum rate below which no pension can be reduced.

We believe this subject has not been given proper or full consideration by the locals. Will you not join us in requesting a referendum by which every member of every local will have a chance to vote? If so, please fill out the attached blank and mail it at the earliest possible date. To expedite action, we urge special meetings of Executive Committees to vote on the proposal.

As the Constitution provides that a referendum must be taken on the identical or joint call of at least ten locals, it will be appreciated if you will immediately notify this local of the action taken on our proposal in order that we may know the result of this call.

Very truly, yours,
ALBUQUERQUE FEDERAL EMPLOYEES UNION No. 40.
By H. H. CHAPMAN, *President*,
WARD SHEPARD, *Secretary*,
J. A. BARRETT, *Treasurer*,
REUBEN PERRY,
C. A. LONG,
Executive Committee.

As no request has been received from any local union other than Albuquerque to submit this question to a referendum vote, no action thereon has been taken by the national officers.

AFFILIATION WITH STATE AND CENTRAL BODIES

It is believed that the convention should take some action toward placing the organization on record relative to the affiliation of our local unions with central labor unions, as well as with the State Federation of Labor in their respective vicinities. The importance of our local unions establishing such connections with other affiliated unions in the labor movement should be so apparent as to require no comment, but notwithstanding this it appears that many of our unions have not as yet given this matter consideration. This question received considerable attention at the Atlantic City convention of the American Federation of Labor, and there is given below a copy of a circular letter from Secretary Morrison on the subject, which is self-explanatory:

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WASHINGTON, D. C., *August* 1, 1919.

To the Secretaries of National, International and Directly Affiliated Local Trade and Federal Labor Unions.

DEAR SIRS AND BROTHERS: Your attention is respectfully called to the following preamble and resolution adopted by the Thirty-ninth Annual Convention of the American Federation of Labor, held at Atlantic City, June 9-23:

"WHEREAS, Complaints have repeatedly been made to this Federation regarding the lack of interest on the part of some local unions subordinate to affiliated organizations, and same has made it difficult for state federations to properly serve their purpose; therefore be it

"*Resolved*, That the American Federation of Labor in its thirty-ninth annual convention assembled instructs its secretary to request at his earliest convenience all affiliated organizations to comply with Section 2, Article XII, of the laws of this federation which reads as follows:

"It shall be the duty of all national and international unions affiliated with the American Federation of Labor to instruct their local unions to join chartered central bodies, departments, and state federations in their vicinity where such exist. Similar instructions shall be given by the American Federation of Labor to all trade and Federal unions under its jurisdiction."

It is urged that each national and international union will see to it that the declaration of the convention and the laws of the American Federation of Labor are complied with as above indicated, and that each directly affiliated local trade and Federal labor union which has thus far failed to become represented in the State Federation of Labor, the Central Labor Union, and the departments of the American Federation of Labor, shall take the necessary steps to do so at the earliest possible moment in conformity with the action of the convention as above quoted.

Trusting that I may hear from you in regard to the above at your earliest convenience, and with best wishes, I am,

Fraternally yours,

FRANK MORRISON,

Secretary, American Federation of Labor.

The members of our organization should never lose sight of the fact that the NATIONAL FEDERATION OF FEDERAL EMPLOYEES forms a part of the great labor movement known as the American Federation of Labor. Any strength which our organization may develop will be obtained solely through affiliation with the American Federation of Labor and through cooperation with other national and international unions of that body. Affiliation with this body, of course, imposes an obligation on our organization to actively cooperate with other organizations wherever possible. It is believed that one of the more important channels through which we can discharge this obligation is to have our local unions affiliate with the central and state bodies as contemplated by the circular letter set forth above. Our locals should not only affiliate with these bodies, but they should see to it that their delegates are regular in their attendance at all sessions thereof and that they should actively participate in the deliberations of such bodies.

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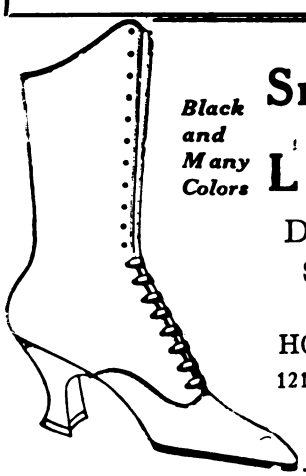
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In view of the importance of this matter, both from the standpoint of the labor movement in general and of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES in particular, it is recommended that this convention give the question careful consideration and that a definite policy be formulated for the guidance of our local unions in the future.

ESTABLISHMENT OF AN ADEQUATE RESERVE FUND PROPOSED

It is believed that the time has arrived when our organization should give serious consideration to establishing a reserve fund. It was with this idea in view that the proposal was made to amend Article VII, Section 1, of our Constitution by adding the following: *"Provided,* that ten per cent of the gross amount received for per capita tax shall be carried into a reserve fund, which fund shall not be expended except by order of the convention, or upon the written approval of 25 per cent of the local unions."

While this plan will, to a certain extent, restrict the present authority of the Executive Council to authorize the expenditure of the funds of the organization, it will in no way seriously handicap the council in conducting the regular work of the organization. Should an emergency arise between conventions which, in the judgment of the council, would justify an expenditure from our reserve fund, the question could very readily be taken up with the local unions. If, in a case of this kind, the council was unable to obtain the approval of 25 per cent of the unions to the proposed expenditure from the reserve fund, it would appear that the proposal was without merit, or else the unions had lost confidence in the judgment of the council.

There are numerous reasons from the standpoint of good business administration why a reserve fund should be established. One of the principal reasons is that the organization should begin to give some consideration to the providing of a fund with a view of some day establishing a permanent home for the national organization. Under present conditions the National pays out approximately $2,000 per annum for the rental of quarters and this sum necessarily will be increased as the organization grows. Local No. 2 expends approximately the same amount for rent, while our other locals in Washington incur a considerable expense for the same purpose. In addition to this, all three of the national organizations of postal employees maintain headquarters in Washington in rented quarters, and the same is true of other affiliated organizations which maintain national

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headquarters there. While perhaps none of these organizations have sufficient funds available to erect a home of their own, it is very probable that most of them could be interested in a proposition whereby all of such organizations could contribute to a common fund and thus raise a sufficient amount to erect a building large enough to accommodate all of them.

The council has not as yet given this matter any consideration. The plan proposed, however, seems to me to be a feasible one and I am merely bringing it to the attention of the convention for such action as the delegates may deem advisable. Even though the convention deem it unadvisable to establish a permanent reserve fund, it would seem to be a good plan to establish a temporary fund for one year and in the meantime the Executive Council could make preliminary investigations and ascertain from the other organizations with national headquarters in Washington as to whether or not they would be willing to participate in the creation of a building fund which would be utilized for the purposes indicated above. A tentative plan could be worked out by the Executive Council between now and the next convention, so that definite recommendations could be made to the delegates next year.

Respectfully submitted,

E. J. NEWMYER,
Secretary-Treasurer.

San Francisco, Cal., September 8, 1919.

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(*Continued from page 639*)

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Ohio, never received that many letters commending his course.

I do not care whether the gentleman from Texas serves in this House 15 minutes or 50 years, he will never leave this House with the respect and admiration of the rest of the membership of the House like that which will be enjoyed by the gentleman from Ohio when he terminates his long and honorable career in this body. [Applause.] Another record the gentleman from Ohio will not be able to equal will be found in the attached record of roll calls and divisions demanded by the gentleman. In something like 28 votes on roll calls and divisions he was able to muster, counting his own vote, 101 votes all told, this in a little less than four months of the present session.

There are 17 other members of the Texas delegation. There is something in common between the great State of Texas and the State of California. They are the only two States in the Union that were at one time a republic. I have devoted some time, even though I have not much time to read, to reading the history of Texas and to traveling through Texas.

When the Employment Service bill was before the joint committee the gentleman from Texas introduced a witness to attack the character of a woman because she happened to be unfortunate enough to be related to the Director of the Employment Service—her name is Jeanette V. Densmore. The joint committee went all over this charge, as I have shown by the record, and the lady, in the opinion of every member of the committee, was exonerated. It is the first time I have known where a Texan, a man from the great State of Texas, sought to stab a man through the heart of one of the women of his family, and I hope for the sake of Texas it will be the last. [Applause.]

I insert at this time a privileged resolution introduced by the gentleman from Arkansas (Mr. Wingo), *Congressional Record*, September 11 ,1919, page 5571. This resolution, after dividing same, was adopted almost unanimously:

Mr. WINGO. Mr. Speaker, I rise to a question of privilege, and I offer a privileged resolution.

The SPEAKER. The gentleman from Arkansas presents what he claims to be a privileged resolution, which the Clerk will report.

The Clerk read as follows:

"WHEREAS in the record of the proceedings of the House of Representatives of September 5, 1919, as the same appears in the *Congressional Record*, on pages 5220 and 5221, there appears in the remarks of the gentleman from Pennsylvania (Mr. Dewalt) what purports to be statements made by the gentleman from Texas (Mr. Blanton), as follows, to wit:

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"'He is mad because I will not permit him to ruthlessly waste and misappropriate the people's money from the Treasury.

"'I ask the Chair to keep the gentleman in order without forcing me to continually interrupt him. If he were not protected under the rules of this House, as construed by the present occupant of the Chair, he would not dare to thus abuse me. He is now applauded by Members who have in their pockets private bills seeking to take public money out of the Treasury and put it into the pockets of private individuals and corporations without argument and without proper consideration, and they are all mad because I blocked the proceedings. The gentleman from Pennsylvania (Mr. Dewalt) imagines that he will injure me with my constituents. He does not know west Texans. They will size up his bunk, and in the next election I will get 10 votes to every 1 he gets.

"'The gentleman's statement is untrue. He is mad because I have forced him to come to the House of Representatives occasionally.

"'Against such childish abuse repeatedly continued in violation of the Chair's ruling and the rules of this House. The gentleman knows he is not stating the truth, for it was only by such objections that I prevented numerous pernicious and unmeritorious measures from passing, which angered certain friends of such legislation.

"'Falsely and wrongly. When he knows he is not stating the truth.

"'The gentleman is maliciously and wilfully abusing me personally, when he would not dare do it off the floor of the House, and is wilfully violating the rules of the House.'" And

"WHEREAS the said statements were not, as a matter of fact, made by the gentleman from Texas (Mr. Blanton) upon the floor, but were by him without the knowledge of the gentleman from Pennsylvania (Mr. Dewalt), and without the leave of the House, inserted by interlining the typewritten copy of the stenographer's notes furnished to the Government Printing Office; and

"WHEREAS the greater part of said statements so injected were unparliamentary, out of order, and a violation of the privileges of the House; and if the same had been uttered upon the floor of the House, would have been subject to a point of order: Now, therefore, be it

"Resolved by the House of Representatives—

"First. That it condemns the said falsification of the records of its proceedings; and

"Second. That the said remarks of the gentleman from Texas [Mr. BLANTON] be stricken from the *Record.*"

This resolution is incorporated because of the fact that it shows the action of the House a few days ago when the methods of the gentleman from Texas (Mr. Blanton) were questioned.

In connection with the extension of remarks inserted in the *Record* by the gentleman from Texas (Mr. Blanton) under date of July 28, 1919, which filled 23 full pages of the *Record,* I am informed on reliable authority that the National Association of Manufacturers are industriously circulating this document out of their New York office and using the frank of the gentleman from Texas (Mr. Blanton. I do know, however,

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ous sacks of mail containing this extension of remarks have at times clogged the corridors in front of the gentleman's office in the House Office Building addressed to the National Association of Manufacturers at their New York office. The document that I read in the House today accuses the gentleman from Texas of being the mouthpiece of this organization; what his connections are with it I do not know. I do know that the lobbyists representing this organization were thoroughly discredited in the hearings held before the committees appointed by the House and Senate to investigate the Mulhall charges during the Sixty-third Congress. This association and its representatives are absolutely opposed to recognition of labor in any form and they have consistently opposed legislation in the interest of the wage workers of the country and have even opposed the child-labor bill during the hearings held by the Committee on Labor since I became a Member of the House.

If the gentleman is permitting his frank to be used in this connection by the National Association of Manufacturers he is severely abusing the franking privilege of the House of Representatives and depriving the Government of its just dues in securing postage from the National Association of Manufacturers.

An Ode to Labor

(Tune, "Smiles")

Labor's sweet refrain,
Crushing fear, allaying pain;
Blithe and free, so merrily:
Sing that song again.
Joyful, our voices rise,
Happily t'ward responsive skies;
For my neighbor's he who labors
For a lofty prize.

Refrain

Oh, the tasks of life are many,
But the trials of life are few
Which can thwart our radiant, earnest purpose
To reach the goal which you and I pursue.
Oh, the hopes that beckon me from dreamland
Are the joys that glisten through the dew;
They are jewels 'lone found in Labor's Loveland:

The gems awaiting me and you.
Hopefully, we sing,
Lustily our voices ring;
With hope and smile our toil beguile,
This the cheer we bring.
Chant on then, merrily,
Song of Labor, rich and free;
Song of Labor! Come, my neighbor,
Chant this song with me.

—S. Tyson Kinsell.

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Brief Description of

National Federation of Federal Employees Special Disability Policy

Submitted by **Chicago Bonding and Insurance Company of Chicago, Ill.**
Based upon Indemnities suggested by Insurance Committee

RATES AND INDEMNITIES

Principal sum $500 Accidental Death.
Indemnity $7.50 per week Accident or Illness—first 13 weeks.
Indemnity $5.00 per week Accident or Illness—second 13 weeks.
Indemnity $4.00 per week Accident or Illness—remaining 26 weeks.

$50.00 in case of Fatal Sickness

From ages fifty to sixty the above indemnities are reduced twenty-five (25) per cent. From ages sixty to sixty-five above indemnities are reduced fifty (50) per cent. No additional premium charged for advanced age.

Premium charged to members for above indemnities, 75c per month, payable quarterly in advance. Members desiring double the above amount may secure same by paying 100 per cent additional premium. This plan of insurance may be written either on group form or by individual policies.

Women who are regularly engaged in occupations are classified the same as male risks, and are insurable for same limits.

Part 1 Principal sum of $500.00 for accidental death, both hands, both feet, both eyes, one hand and one foot, one foot and one eye, one hand and one eye. Pays one-half principal sum for loss of one hand or one foot. Pays one-third principal sum for loss of one eye.

Part 2 Pays monthly accident indemnity for total loss of time from accident—limit one year.

Part 3 Pays one-half accident indemnity for partial loss of time—limit six months.

Part 4 Pays double accident indemnity if injury causing loss be sustained while a passenger riding in a passenger elevator, railway passenger car or steam passenger boat.

Part 5 (a) Pays sickness indemnity for total loss of time from sickness if confined to the house—limit one year.

(b) Pays one-half sickness indemnity for total loss of time from sickness if not confined to the house—limit six months.

(c) Pays sickness indemnity for total loss of time from sickness due to boils, carbuncles, felons, or abscesses, although not confined to the house—limit one year.

Pays after the first four days of sickness unless disability continues 28 consecutive days, and then first four days are included.

Sickness benefits payable 15 days after effective date of policy.

Part 6 Pays additional amount of $50.00 in case of fatal sickness.

Part 7 Pays 25 per cent additional accident or sickness indemnity if confined to hospital not less than one month—three consecutive months limit.

Part 8 Pays doctor bills for non-disabling injuries—limit five dollars ($5.00).

Part 9 Emergency relief—limit fifty dollars ($50.00).

Part 10 Pays ten per cent increase in monthly indemnities if premium is paid one year in advance.

Part 11 Pays five per cent increase in monthly indemnities if premium is paid six months in advance.

Part 12 Does not cover venereal diseases; diseases of organs not common to both sexes, motorcycle or aviation injuries, or while engaged in military service. Policy contains standard provisions.

This insurance terminates when the insured severs his connection with the National Federation of Federal Employees. Notice from National Headquarters to be furnished in such cases. Refund for the unearned premium made by Chicago Bonding and Insurance Co. Such cancellations shall be without prejudice to any claim originating prior thereto.

Each local will be furnished very soon with a supply of pamphlets describing our *Disability Contract* as above outlined also our *Life Insurance Coverage.*

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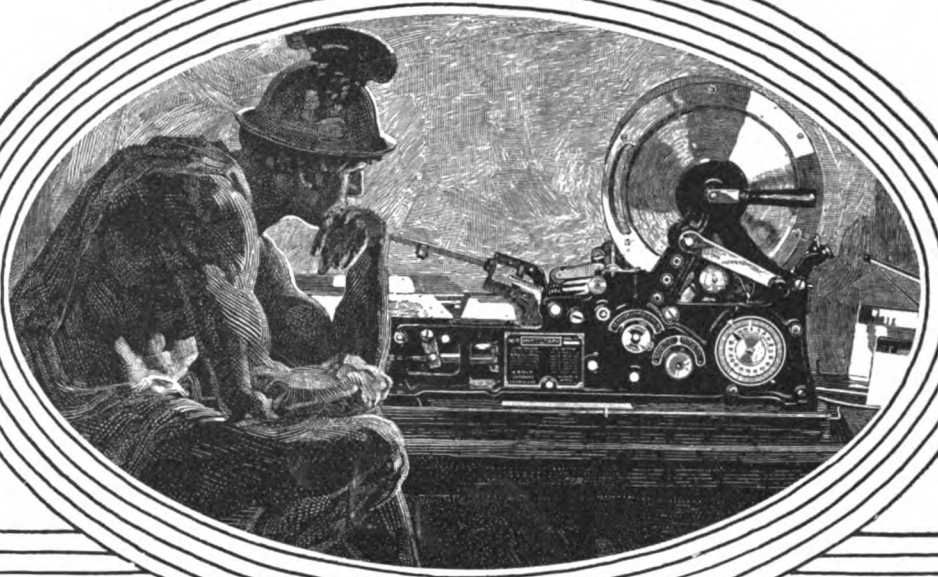

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THE
FEDERAL EMPLOYEE
OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Vol. IV WASHINGTON, OCTOBER 18, 1919 No. 19

Union Officers Reply to Senator Myers

"No Conflict in Allegiance Involved," Says Executive Committee of Union; Pays Warm Tribute to Labor Movement

THAT no conflict of allegiance is involved when government employees ally themselves with the American Federation of Labor, is the reply of the executive committee of Federal Employees Union No. 2 to Senator Henry L. Myers, of Montana, as reported to the board at the meeting October 10. President Ryan's communication, which was in the form of a statement agreed to by all the members of the executive committee of the local, arose out of correspondence over the police situation, and read as follows:

"1. In his statement on the police question, Mr. Payne spoke as the representative of the Central Labor Union, duly delegated by that body for this task. He did not speak as the representative of the Federal Employees Union, having had no instructions of any kind from the Union.

"2. Mr. Payne's position was evidently misunderstood by the newspaper reporter, who not only misquoted him seriously, but described him as the representative of the Federal Employees Union, instead of the representative of the Central Labor Union. Since Mr. Payne has denied the statement attributed to him and denied that he represented the Federal Employees Union in this matter, our union sees no reason to repudiate him or to discipline him.

"3. No representative of this union could offer support of any kind that would involve strikes. As Mr. Ginder has told you, the constitution of this union forbids strikes or support of strikes against the United States Government.

"4. The executive committee of the union considers that no conflict of allegiance is involved when policemen or any other government employees ally themselves with the American Federation of Labor. In order that the relation may be clear, it should be said that Federal Employees Union No. 2 is a local of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, which in turn is affiliated with the American Federation of Labor. This union has never had anything but the most helpful cooperation from the organized labor movement in the United States. No request of any kind has ever been made of our organization from the American Federation of Labor or other labor bodies with which we are affiliated that could in the slightest degree suggest violation of the oath to the Government. Our experience of several years leads us to consider the organized labor movement as a patriotic, conservative force, tending to sane national progress. We are glad to note that workers everywhere—not only industrial workers, but government employees, teachers, retail salesmen, office employees, scientists, and technical men—are organizing rapidly and affiliating with the organized labor movement."

Ten Countries to Participate in First International Congress of Working Women

Plans for Conference and Reception of Delegates Completed

With cabled announcements to date of representation from Great Britain, France, Switzerland, Italy, Poland, Czechoslovakia, Argentina, Uruguay, and Canada, and the completion of arrangements for use of the U. S. National Museum Auditorium in Washington as a meeting place, the First International Congress of Working Women is rapidly approaching actuality. The Congress has been called by the National Women's Trade Union League of America to convene just before the meeting this month of the International Labor Conference, which is to be held in Washington by the Government's signatory to the League of Nations.

(*Continued on page* 5)

QUARTERLY MEETING—IMPORTANT ANNOUNCEMENT

To All Members of Federal Employees Union No. 2, Washington:

The quarterly meeting of the union will be held in the Pythian Temple, 9th Street, near Massachusetts Avenue, Friday evening, October 24.

Officers for the coming year will be installed at this meeting. Business of the highest significance will come up for action.

Government employees have never had so many important problems before them as at present. Come out to this meeting and do your part in solving them.

W. CARSON RYAN, Jr., President.

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What's the Matter with the Postoffice?

By HUGH REID

THIS is not a defense of Mr. Burleson. He has plenty to answer for, and I have neither the intention nor the inclination to defend him or his antediluvian policies. Nevertheless, he is not primarily responsible for the Russianization of the postoffice or the Russianization of the very silly system of suppression of publications. If any one individual is responsible, that individual is dead. He has been gathered to his fathers, but his soul goes marching on—largely of late, it is true, to Mr. Burleson's music.

In the latter seventies there flourished in New York a young man with a zeal for the uplift. He was a Christian and of a most austere variety. He read both the Law and the Prophets and read them literally. He was undoubtedly sincere, but after a puritanical manner. Likewise he was a thrifty soul. Somehow thrift and austerity seem to go together. Your jovial souls are ever easy spenders. It was of a Scotchman and a Calvinist, let it be remembered, that it was said "he kept the Ten Commandments and everything else that he laid hands upon."

The New York of that generation was very literally no place for a minister's son. Like the New York of today it was an ungodly place. Its ungodliness, while perhaps no more wanton than that of today, was, however, much less respectable. It was a freer, easier era, when the gambling house and the brothel were wide open. The Astors still collected their rents at first hand in New York instead of from the smug respectability of a British peerage. The confidence man had not yet moved to Wall Street. Burglary had not yet been superseded by stockbroking. Holdup men still used pistols in lieu of high finance.

Upon such a world was young Anthony Comstock released. Naturally he revolted against it. Young, puritanical to the point of fanaticism, what more natural than that his energy should be turned to crusading? Your fanatic is a great crusader. A fanatical devotion to a cause betokens a great sincerity, and there is nothing like sincerity to insure thoroughness, whether it be in a Peter the Hermit leading toward the Holy Sepulcher or in a Judge Jeffrey at the Bloody Assizes. So Anthony went a-crusading.

As a crusader Comstock was a success. He was also a very useful citizen. Give the devil his due. The puritan's zeal against Sabbath breaking may inconvenience us, but we can share his zeal against burglary. His attitude toward law is primarily sound, but his role of crimes is too long. The puritan's position is aptly paraphrased by the Italian barber's explanation of the President's position with regard to Fiume: "This Meester Wilson, he ees all right so far as he go; the trouble ees he go too far." Anthony Comstock may have gone too far, but he accomplished much good.

Among the services he rendered was that of wiping out the traffic in obscene literature. At that time it was the custom for such material to be sold openly on the streets and sent through the mails. All of it was disgusting and much of it was of such a character as to appeal only to sexual degenerates. The credit for wiping out that sort of thing belongs to Anthony Comstock, but his very success is what got the American people into trouble.

Comstock, it must be remembered, was a man of one idea. Had he been otherwise, his energies would have been speedily diverted to another field when the first was exhausted. But he turned quite naturally to the smaller and less flagrant forms of indecency. He has his counterpart in those zealous persons who having laid low King Alcohol are casting a menacing eye upon tobacco and overstrong coffee. When the last bootlegger shall have perished from the earth there will still be good but suspicious souls who will go around smelling their neighbors' breaths for the odor of hard cider. Comstock was of this sort.

The direction of his further efforts was quite natural. Driven from the grosser forms of the trade, the former venders of salacious literature took to the suggestive instead of to the obscene. But the relentless Anthony still pursued them. Finally the world became comparatively pure.

Did we say pure? Hardly had that point been reached when Mr. Comstock found an advertisement openly, blatantly, offering five rich, rare, and racy books with highly suggestive titles at $5 apiece. His $25 was in the mail instanter and in due time the books came. But the contents belied the suggestive titles. They were as chaste as Anthony himself and as austere as the Shorter Catechism. Anthony was swindled. We have already implied that he was thrifty.

That episode was the origin of the postal statute against fraud. Comstock is the godfather of that statute. He became a postoffice inspector under it. The statute provided both fine and imprisonment for violations. There was also, however, another provision, which was the germ of the present evil system of wiping out the mailing privileges of individuals and publications at the whim of the postmaster. It was that fraudulent matter should be "unmailable under such regulations as the Postmaster General shall prescribe."

There was a distinction between this and the other penalty provision of the act. A violation of the act itself had exactly the same status as any other violation of law. The offender was in turn indicted, tried, and sentenced. But when it came to determining the mailability of publications, or the right to mail service, the enforcement provision was, as the act directed, "under such regulations as the Postmaster General shall prescribe." This on the fact of it was not a very serious matter, nor would it have been if the discretion of the postmaster had been used only in cases where actual convictions were had. But this was not the case. It became the postoffice practice to decide mailability without reference to conviction or anything else. In doing so they were aided by a fundamental American theory of law. Theoretically, at least, the legislative, judicial, and executive branches of the Government are separate and coordinate. Neither one, in theory, encroaches upon the other, although the courts have been accused of doing so in fact. It is nevertheless our fundamental theory that the executive, the legislature, and the Supreme Court are alike creatures of the Constitution and not responsible to each other. The acts of the executive when within his own proper jurisdiction, are not subject to review by the courts. And since the Postmaster General is merely an arm of the executive, he is not subject to judicial review.

Here is the fundamental trouble with the postoffice. It is also the

(*Continued on page* 4)

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Nolan Minimum Wage Bill Again Subject of Hearing

TESTIMONY as to the need for immediate passage of the Nolan Minimum Wage bill for government employees was again presented to the Senate Committee on Education and Labor Friday morning, October 10, by our National Federation. The hearing was arranged by Senator Kenyon, chairman of the committee, to satisfy questions in the minds of some members of his committee, and was attended also by Senators Phipps of Colorado and Wolcott of Delaware, who have not attended the previous hearings on the subject, and by Senators Hoke Smith of Georgia and Walsh of Massachusetts. The bill provides a minimum of $3 per day, $90 per month, $1,080 per year, or 37½ cents per hour for employees of the Government with but few exceptions.

Representative John I. Nolan of California, who introduced the bill in the House of Representatives and piloted it through that body with the overwhelming vote of 327 to 48, attended the hearing to urge upon the Senate Committee the importance of the principle of a minimum living wage for employees of the United States Government, and the critical needs of the 66,000 workers whose wages would be directly affected by the bill. Of this number 27,000 are in the District of Columbia, and the remainder are to be found in the Customs, Indian, Fisheries and Lighthouse services, the Custodian Force of the federal buildings, and various other branches of the Government in all parts of the country.

Following Mr. Nolan's statement, a number of witnesses were introduced by National President Luther C. Steward, who made a brief statement summarizing the existing conditions and needs of the service. As the hearing had been called on a few hours notice, the out-of-town services could not be represented, but the struggle of government workers for existence with the present high cost of living was vividly set forth by employees of the Bureau of Engraving and Printing, the Government Printing Office, the Postoffice Department, the District of Columbia government, and the public schools.

Miss Nora B. James, president of the Women's Union of the Bureau of Engraving and Printing, stated that all of the 4,000 in her organization at present receive base pay less than $3 per day, namely, $2.37 to $2.88 per day, and that 70 per cent of these women have dependents. This statement was corroborated by Mrs. Elizabeth Nutwell, Mrs. Sarah Henry, Mrs. Mary McNaughton, Mrs. Jessie Proctor, and Mrs. Mary Provost, all employed at the Bureau of Engraving and Printing, and all of them having children dependent upon them.

E. N. Morris, a messenger for the Board of Charities of the District of Columbia, testified that he is rated as a messenger at $60 per month, but that his duties are partly clerical, that he attends to the transportation of insane patients to the hospital, deposits the funds of the board, and does a variety of other work; that he has been so employed for eleven years without an increase in pay, and on that sum has to maintain himself, his wife, and four children.

Mrs. Myrtle McAvoy, of the Women's Bindery Union, employed at the Government Printing Office; J. A. H. Hargett, watchman at the Postoffice Department; Edwin W. Robb, of the Bureau of Engraving and Printing; and W. L. Balderson of the Government Printing Office, reported similar difficult experiences to meet the cost of living, and Miss Florence Mortimer, Vice-president of the Grade Teachers' Union, stated that 1,400 school teachers in the District of Columbia are now receiving but $860 per year.

Of the members of the Senate Committee on Education and Labor, Senators Kenyon, of Iowa, chairman; Borah, of Idaho; Walsh, of Massachusetts, and Jones, of New Mexico, have declared themselves in support of the bill.

Federal Employees to Take Part in Gompers Parade

A cordial invitation from Delegates Nolde and McCracken, of the Central Labor Union, to take part in the parade in honor of Samuel Gompers, on October 28th, was enthusiastically received at the board meeting of No. 2 on October 10. Brothers Nolde and McCracken were assured that the federal employees in the big Washington local were eager to do their part in showing honor to Mr. Gompers and a special committee was appointed to handle the matter, as follows: J. W. Ginder, W. T. Paine, J. P. McKeon, H. J. McGowan, Miss Dell, Mrs. Donovan, Miss Brett.

Federal Employees Unions Will Entertain Delegates to Women Workers' Congress

Washington locals are planning to take an active part in welcoming delegates to the International Congress of Working Women, to be held at Washington the last of this month. The "Bureau girls" of No. 105 have arranged to entertain the delegates at luncheon or tea in their own cafeteria and show the visitors the big engraving plant where Uncle Sam's money, stamps, and bonds are made.

No. 2 has a special committee, authorized by the Board of Representatives on October 10, with power to take any necessary steps to make the entertainment of the distinguished foreign visitors a success. The committee is as follows: Juliette S. Stebbins, Treasury; Florence P. Smith, Agriculture; Mrs. Katherine Donovan, War; Cathryn Chaloner, Federal Board for Vocational Education; Beatrice Bulla, Commerce; Mrs. Helen Sinclair, War Risk; Mrs. Ollie Croghan, War Risk Insurance; Lillian King, War; Mrs. Frances Osborne, Interior; Jessie Dell, War; Cornelia Lyne, Agriculture.

The committee held its first meeting at headquarters Tuesday evening.

Additional Locals in Washington, D. C.

Following the action of the National Convention at San Francisco, which instructed the executive council to make a study of the question of additional chartered locals in Washington, President W. Carson Ryan, Jr., of No. 2, has appointed a special committee on "Relations with the National" to secure data to be presented to the national officers and to study any other problems involving the relations of the Washington local to the entire national organization, to the end that the best interests of all may be served. The committee is as follows: Florence P. Smith, Agriculture; S. E. Blassingham, Postoffice; R. H. True, Agriculture; U. J. Biller, Interior; Winfield Scott, Commerce; Juliette S. Stebbins, Treasury; Mary Anderson, Labor.

People's National Opera Society of Washington

Rehearsals for "Pinafore" and "Chocolate Soldiers" will be held at Wilson Normal, Center, 11th and Harvard Streets, every Monday and Thursday evening at 8 o'clock. Men and women singers are invited to take part. Rollin Bond will serve as director. There will be no charge.

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The FEDERAL EMPLOYEE

A Magazine for Government Workers

VOL. IV OCT. 18, 1919 No. 19

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OFFICIAL MAGAZINE OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

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GOVERNMENT EMPLOYEES AND STRIKES

In the present supreme effort put forth by anti-labor forces *to destroy the workers' movement in the United States*—the words are selected deliberately—every possible pretext is being availed of, and the question of police affiliation has brought forward several hoary untruths intended to mislead the uninformed and terrify the weak.

In the first place, there is no excuse for any statement to the effect that affiliation with the American Federation of Labor involves striking against the Government. The constitutional provision of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES is as explicit as it can be made in prohibition of striking or supporting strikes against the United States Government. It is due to the American Federation of Labor to say that this provision has never interfered in the slightest with the eagerness of that body to help Government workers on every possible occasion.

Again, the statement is constantly made that the American Federation of Labor can in some mysterious way order members of local unions to strike or do other things they may not be inclined to do. Nothing could be further from the truth. The American labor movement is characterized by complete local autonomy. The coherence that has come about has come entirely through voluntary association.

Above all, it cannot be made too clear that the tendency of the organized labor movement is to prevent strikes, not to cause them. Without organization and responsible leadership, local strikes are frequent and sometimes violent. With national leadership and organization, strikes are resorted to only when every other measure has failed. The only real teachers' strike on record was of teachers not affiliated with the organized movement.

Government employees have a right to be proud of their record in organization. They are proud of their loyalty to the United States and to the organized workers of America—a double allegiance that involves no conflict.—W. C. R.

INSURANCE FOR UNION MEMBERS

Action by the convention at San Francisco makes certain a cooperative plan for securing insurance for members of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES that will reduce the cost of insurance of all kinds and place it within reach of every member.

Here is a real inducement to union members. We pool our resources and buy insurance at the lowest possible rate. We can buy other things the same way. And when we once get the cooperative habit the knell of profiteering will be sounded—not before.

The insurance propositions presented at San Francisco will soon be laid before every local of the Federation. Members are urged to study the plans submitted and decide carefully on the basis of merit.

THE GREAT AMERICAN GAME

While Senator Johnson is out supervising publicity in the field for the Senate, the latter is not neglecting the home product. The most serious objection which the Senate has to the ratification of the League is that it will prevent intervention in Mexico, and those eminent friends of the Mexican people, Mr. Fall, of New Mexico, and Mr. Brandegee, of Connecticut, are harrowing every reportorial soul with carefully prepared details of banditry and outrages in Mexico. Mexico is a key to a great deal of senatorial sobbing over the woes of Egypt and Ireland. If one wishes a completer understanding of senatorial politics it is worth while to study the great American game of poker. Those who can apply the principles learned through a connection with the great American pastime may have learned that a little sleight-of-hand is fully as valuable as an apostrophe to fortune. An experienced poker player watches the cards as they are dealt, but he also keeps a handy eye on his opponent's sleeve. We fear that the Senate in opposing the Treaty is dealing the Egyptian and Irish cards to keep the public interested while it slips the Mexican card from its sleeve.—*The Public.*

What's the Matter with the Postoffice?

(*Continued from page 2*)

fundamental trouble with the Immigration Bureau. It is, for that matter, the fundamental trouble with the courts-martial. Administrative methods are excellently adapted to the purchase of supplies, to buying and selling, and to all property transactions that do not incidentally involve human rights. But when human rights are involved, the court and the jury alone are adequate.

How does the administrative theory of law enforcement work out in practice? Precisely as it did in ancient Persia. The subject matter of the particular act to be enforced is allotted to some section of an obscure bureau. This means that the facts are passed upon by some underpaid clerk.

In the course of the past 40 years thousands of persons within the United States have been denied the mailing privilege in utter violation of the spirit of the Constitution. Yet strangely enough, that same Constitution is the very source of this arbitrary power. The courts, let it be noted, have added nothing to the cause of the public by declaring that the access of a citizen of the United States to the mail service of his own government is not a right, but merely a privilege.

The theory of unmailability, like every other theory, has been extended from time to time. It has become the fashion to task the unmailability clause upon all acts specifying penalties for misuse of the mails. So with each new law, more and more publications and periodicals are brought within the menace of the postmaster's "discretion." During the war in particular, this clause became very popular with law makers. The Neutrality Act, the Trading with the Enemy Act, the Espionage Act, and a host of others all bear it.

Under the law in the United States, one cannot collect a debt against a publication without first submitting the merits of the dispute to a fairly selected jury, or at least to a properly established court. Yet if one had the proper political pull it would be quite conceivable to wipe that publication out at the mere whim of the politically inclined Postmaster General. Or let us assume the case of a business that comes in conflict with the views of certain business men who have the ear of the compliant persons

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at Washington. It would be quite possible to wipe out that business. Indeed it has been done. There is the well-known case during Roosevelt's administration of a St. Louis business man with a million-dollar business who committed no offense except to inconvenience a powerful banking ring. His business was wiped out merely by arbitrarily excluding him from the use of the mails.

And what are we going to do about it? The obvious thing, of course, is to fire Mr. Burleson. Such a course, while salutary and much to be desired would have about the same effect that the good old Irish sport of shooting landlords had upon the Irish land system. Mr. Burleson, it is true, is probably in harmony with the law. The real work of determining the facts, however, is done by a few undereducated and badly underpaid government clerks. If Mr. Burleson should be gathered to his fathers tonight, or if the final stages of petrifaction should overtake the already fossilized Lamar, the system would still go on. We shall never have a free press in America until we wipe out the whole system of handling judicial questions by purely administrative procedure.

Teachers Union Submits Reorganization Plans for Public School System

A tentative plan of reorganization of the public school system, which recommends the division and regrouping of the schools, and numerous other changes, has been submitted to the Bureau of Education and the Board of Education by Miss Maude Aiton, president of the Grade School Teachers' Union. The plan was formally adopted two weeks ago by the union's executive board.

"Educators realize that the schools' educational and administrative work must be separated to the extent that high salaried educational directors shall not have so many administrative demands that the educational efficiency is depleted," the report stated. Furthermore, school budgets have shown a constantly increasing percentage of expenditures for supervision that often overlaps.

"There are to be two assistant superintendents. The city buildings are to be grouped, and each group of two or three buildings will have a group or supervising principal.

"There will be assigned to each group teachers of special objects. The supervising principal will be nominated by the teachers of the group, and to the teaching body will be given the authority to elect committees of personnel and advisory councils."

First Congress of Working Women

(*Continued from page* 1)

The Congress of Working Women will be held, it is announced, for the always important purpose of international exchange of ideas, but also for the reason that women have no direct voice or representation in the Governments' International Labor Conference. The organized working women represented in the Seventh Biennial Convention of the National Women's Trade Union League, held in Philadelphia June 2 to 7, 1919, voted unanimously to take this means of keeping the official conference informed of what working men need and want. It is expected also, that this congress will lead to a permanent international alliance of working women.

The subjects to be discussed by the congress will be finally determined by the delegates when they meet, but the call proposes a program following the outline announced for the International Labor Conference, especially those subjects of special interest to women, such as the eight-hour day, equal pay for equal work, health provisions, and the protection of children.

In the call to the women's congress, which is signed by Mrs. Raymond Robins, president of the National Women's Trade Union League, and Miss Mary Anderson, secretary of the League's Committee on International Relations, it is stipulated that each delegate shall bear credentials from an accredited trade union organization. The congress will thus be unique as the first world gathering of women representatives of organized labor.

Among the foreign delegates whose arrival is thus far announced are Margaret Bondfield, of the National Federation of Women Workers of Great Britain, and Mary McArthur, secretary of the British Women's Trade Union League, both of whom visited America in the early summer. Miss Bondfield, who is the only woman member of the Parliamentary Committee of the British Trade Union Congress, was delegate to the annual convention of the American Federation of Labor in June. Miss McArthur was a delegate to the convention of the National Women's Trade Union League. In private life she is Mrs. W. D. Anderson, and, with her lately deceased husband, was a candidate for Parliament in the last general elections. Both women will be technical advisers to the labor delegate from Great Britain to the Governments' International Labor Conference.

The trade union women of France are sending as their delegate Mlle. Georgette Bouillot, who is secretary of the Embroiderers' Association, one of the most important of the women's trade union organizations of France.

There will be two Belgian delegates, Mlle. Victorie Cappe, a government factory inspector, and Mlle. Berthe Delalieux; two delegates from Czechoslovakia, five from Poland, one each from Uruguay, Argentina, Italy, Switzerland, and Canada, with other countries to be heard from.

The widespread interest in the Congress, reaching to all parts of the United States as well as to other countries, forecasts a large attendance of visitors from many places, and the organized women workers of Washington are busy with plans for their reception and entertainment. Under personal direction of Mrs. Robins, with a large staff of assistants at the local headquarters of the National Women's Trade Union League, at 1423 New York Avenue, preparations are going forward rapidly amid a constant flow of inquiries.

The Women's Union of the Bureau of Engraving and Printing, Federal Employees Union No. 2, and the local teachers unions have appointed committees to cooperate in entertainment of the foreign delegates and visitors, and the Consumers League, the Little Forum and the College Women's Club have also offered assistance. The National Y. W. C. A. has sent four of its highly trained staff to give their time to the preparations for the Congress, and the local Y. W. C. A. will give a pageant in honor of the delegates.

The League's Committee on International Relations, which is in charge of the arrangements for the Congress, is composed of Mrs. Raymond Robins, chairman, Miss Mary Anderson, secretary; Miss Rose Schneiderman, of New York; Agnes Nestor, of Chicago, and Julia O'Connor, of Boston.

Election of Officers by Kansas City (Mo.) Local

At a recent meeting of the Kansas City (Mo.) Local, No. 29, the following persons were elected officers for the ensuing year, beginning October 1: President, E. H. Linzee; Vice-president, Thomas Gore; Secretary, Mrs. W. E. Cramer; Treasurer, James O'Hara.

One reason why so many people are extravagant these days is that there are a thousand ways to spend money and only one way to save it.—*Anaconda Standard.*

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Tentative Navy Yard Conference in Session at Washington

ON September 29, 1919, delegates from various navy yards met at the headquarters of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, and conferred regarding the wages of the clerical, messenger, inspection, police, and storehouse employees of the various navy yards and stations. The conference was called by the chairman, Ernest A. Grant, formerly of Norfolk, upon the request of the various locals. After three days and nights of conferring and working with the various wage board reports which have been submitted the department from the yards the following communication was addressed to the Secretary of the Navy to be presented to the National President for his signature:

HON. FRANKLIN D. ROOSEVELT,
Assistant Secretary of the Navy,
Washington, D. C.

SIR: A delegation representing the clerks, stenographers, typewriters, messengers, stockmen, storemen, store laborers, checkers, telegraph operators, telephone switchboard operators and police force, known as and referred to hereinafter as clerical employees at all navy yards and stations, including Pearl Harbor, have instructed me to present for your action this communication containing their requests for increases in pay, which requests are based primarily on the high cost of living.

Bulletin No. 448, issued by the Department of Labor (Bureau of Labor Statistics), shows that during the six-year period, July, 1913, to July, 1919, the retail price of twenty-two staple aricles of food combined increased 92 per cent, and that a number of staple articles, such as flour, potatoes, corn meal, bacon, and lard increased considerably more than 100 per cent, the maximum increase noted being 164 per cent for lard. This same bulletin shows that the cost of food in the United States has increased 13 per cent during the year between July, 1918, and July, 1919, and that between June 15, 1919, and July, 1919, there was a 3 per cent increase in the retail price for all articles of food combined.

An examination of the pay rolls at the various navy yards and stations discloses the fact that the great majority of clerical employees are still receiving the minimum rates of pay. Many employees, competent, efficient, loyal workers, with from two to ten years of service, and with family responsibilities, are receiving $3.68 and $3.92 per diem. Many of these in the $3.68 rate are returned soldiers and sailors who, at the time of their entry into the military service, were receiving more than the former minimum rate but who are compelled to return at the current minimum rate and be classified as to pay with the probationers fresh from the eligible registers.

After careful consideration the delegation requests that the maxima and minima rates of pay as contained in enclosure "A" be established for the various designations of clerical employees. This scale of wages is based on the hypothesis that the present bonus of $240 will remain in force.

It is requested that the rates of pay within the grades specified in enclosure "A" be made automatic at the expiration of stated periods, without further reference to the Navy Department, as is now the case with draftsmen and copyist draftsmen. The automatic increase in the case of messenger boys and minor clerks should be granted at the rate of one increment every six months. The automatic increase in the case of all other "clerical employees" should be granted at the rate of:

1. First increment after completion of six months' probationary service.
2. Second increment after expiration of first year of service.
3. One increment after each additional year of service, until the maximum pay of the grade has been reached.

The automatic increase in every case should be granted unless it appears from specific recommendation by the head of a department that the quality of work performed by an employee does not warrant such increase.

It is considered that automatic increases during the early period of service, when efficiency warrants such increase, would tend to encourage the better grade of workers entering the service as the slow promotions at small increments, that have been customary in the past, discourage entry of efficient workers; while a definite statement of the prospects of advancement will stimulate competition for government positions and result in the survival of the fittest, to the benefit of the government service.

The assurance that an employee will receive an increase in pay at the end of a stated period, based on satisfactory service, follows closely the practice of the insurance companies, the trust companies, and the telephone companies. This assurance will stabilize the clerical force under the Navy Department and will reduce the present enormous labor turnover in the clerical force.

The minimum wage and the automatic increase requested by this delegation are inseparable, as the minimum wage recommended in enclosure "A" is essentially a probationary salary. If the principle of automatic increase is not instituted, the delegation requests that the department establish the wage scale as outlined in enclosure "B."

In the event the department does not grant the automatic increase, it is requested that employees who have been in the service for one year or more at the time the next increase is granted should be considered for an increase of more than one increment depending upon:

1. Individual efficiency.
2. Length of service.
3. Responsibility of position.

It is recommended that promotion from grade to grade be not automatic. This promotion should be based on the recommendation of the head of the department in which the employee is working, approved by the Navy Department.

It is requested that no iron-bound rules and regulations to be adopted in instituting the new policy as to salaries and promotions be allowed to interfere with the promotions due to the older clerks, those in the service for a number of years, who have incurred family responsibilities and whose salaries must be increased to enable them to meet the present cost of living, to be commensurate with the responsibilities of their positions, and to parallel the salaries paid employees in similar positions in private establishments.

There is one disadvantage of government employment, the lack of opportunity to become a part of the firm and participate in profits. In outside employment, the poorly paid office boy has a chance of learning the business, becoming clerk, later manager, or director, or president of the firm. This incentive does not exist in the government service. The clerical employee after acquiring a thorough knowledge of the business remains a clerical employee. It is a life work and it is to the advantage of the Government to pay a salary which will make it worth a life work. An insight as to which class of employment has the better outlook will be gained by an examination of the reports submitted by the clerical wage boards at the various navy yards and stations. The data submitted shows hundreds of in-

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stances where employees are afforded opportunity for advancement to positions of great responsibility with salaries ranging as high as $48 per diem. Such opportunities for advancement are not afforded to those in the government service and for this reason it is contended that the pay of government employees should at least be equivalent to the rate of pay of employees of private establishments in the same community, especially, in the ratings below the supervisory owing to the greater field of opportunity for advancement to positions of responsibility in these establishments carrying large salaries.

It is requested that the grade of minor clerk be filled by the promotion of messenger boys and girls, based on a non-competitive examination similar to the present sub-clerical examination. Experience of past years clearly demonstrates that the most capable clerks are those developed from the messenger boys of each department and division. One difficulty in the past has been that a messsenger boy employed in the navy yard would pass the clerical examination and be certified to some other department of the Government, so that all of the training given to this messenger boy would be lost to the department training him.

It is requested that there be no promotion from minor clerk to any higher position except after the individual has passed the necessary examination to place himself on the Civil Service Commission's register.

In carrying out the recommendations in the preceding paragraphs, relative to the promotion of messenger boys and girls to minor clerks, it is requested that the regulations be so drawn that a messenger boy or girl after eighteen months' service will be admitted to non-competitive examination for promotion to minor clerk; thus the minimum age for minor clerk will be automatically seventeen-and-one-half years, and after six months' service as a minor clerk the individual is old enough to take the first grade clerical, the stenographic, the typewriting, or the bookkeeping examination. This introduces an essential incentive now absent in the departmental establishment, though existing in private establishments.

This whole subject of the promotion of messenger boys and girls has been very carefully considered, with the objects both of safeguarding the present civil service methods and practices and of obtaining the most satisfactory clerical employees for navy yards.

It is requested that the grade of *storeman* be abolished and that employees now in this grade be transferred to stockmen or clerks, as warranted by their ability. To attain eligibility as stockman, an applicant must show familiarity with the stores that he is to handle. The storeman, on the other hand, is now certified from the first grade clerical register, with no special reference to warehouse training and the inclination of the storeman is, therefore, to devote more attention to the details of office work than to envisage the broad principles of maintenance, upkeep, and movement of the stores in his custody.

It is requested that the grade of *store laborer* be abolished, and that employees now in the grade be transferred to low rate stockmen, checkers, or laborers, as warranted by their ability. This grade appears to have been established by Navy Yard Order No. 680, about December, 1906, when the grades of stockmen, storemen, and checker did not exist; its establishment as a minor classified position was then necessary to satisfy the requirements of the Civil Service Commission that an employee who makes entries on stock cards must be in the classified competitive service (now designated as Group IV c).

Respectfully,

President.

ENCLOSURE "A."

	Rate.			
	Minimum.	*Maximum.*	*Increments.*	*No. of rates.*
Directing clerks	8.48	9.92	.48	4
Supervising clerks	7.04	8.48	.48	4
Senior clerks	5.60	7.04	.48	4
Clerks	3.60	5.20	.40	5
Minor clerks	2.64	3.36	.24	4
Steno. and Type.	3.60	5.20	.40	5
Typists	3.60	5.20	.40	5
Bookkeepers	3.60	5.60	.40	6
Senior Messengers	3.68	4.64	.32	4
Messengers	2.64	3.36	.24	4
Messengers, boys and girls	1.76	2.48	.24	4
Stockmen, special	7.20	8.64	.48	4
Stockmen	4.00	6.80	.40	8
Senior checkers	5.20	6.16	.48	3
Checkers	3.60	4.80	.40	4
Senior telegraph operators	5.68	6.64	.48	3
Telegraph optrs.	4.00	5.20	.40	4
Senior telephone swbd.operators	4.80	5.28	.48	2
Telephone swbd. operators	3.20	4.40	.40	4
Chief of police	6.72	8.16	.48	4
Lieut. of police and rodsman.	5.28	6.24	.48	3
Policemen	3.60	4.80	.40	4

ENCLOSURE "B."

	Rate.			
	Minimum.	*Maximum.*	*Increments.*	*No. of rates.*
Directing clerks	8.96	10.40	.48	4
Supervising clerks	7.52	8.96	.48	4
Senior clerks	6.08	7.04	.48	3
Clerks	4.40	5.60	.40	4
Minor clerks	3.36	4.08	.24	4
Steno. and Type.	4.40	5.60	.40	4
Typists	4.40	5.60	.40	4
Bookkeepers	440	5.60	.40	4
Senior Messengers	4.00	4.96	.32	4
Messengers	2.88	3.60	.24	4
Messengers, boys and girls	2.24	2.96	.24	4
Stockmen, special	7.20	8.64	.48	4
Stockmen	4.80	6.80	.40	6
Senior checkers	5.68	6.64	.48	3
Checkers	4.40	5.20	.40	3
Senior telegraph operators	6.08	7.04	.48	3
Telegraph optrs.	4.40	5.60	.49	4
Senior telephone swbd.operators	5.20	5.68	.48	2
Switchb'd optrs.	3.60	4.80	.40	4
Chief of police.	7.20	8.64	.48	4
Lieut. of police and rodsman.	5.76	6.72	.48	3
Policeman	4.00	5.20	.40	4

It is requested that not to exceed 70 per cent of employees rated as clerks, minor clerks, stenographers and typewriters, typists, bookkeepers, messengers, messenger boys and girls, stockmen, checkers, telegraph operators, telephone switchboard operators, and policemen be carried in the two lowest rates of pay for their various grades.

In these recommendations the ratings of stockmen special and chief of police are construed to mean supervisory employees.

The following delegates were in attendance:

G. H. Parker, Federal Employees Union No. 10, Norfolk, Va.

John C. Dolan, Federal Employees Union No. 90, Portsmouth, N. H.

J. B. Webb, Federal Employees Union No. 59, Charleston, S. C.

Lew S. Mohler, Federal Employees Union No. 2, Washington, D. C.

J. A. Burke, Federal Employees Union No. 4. New York City.

F. B. Frantz, Federal Employees Union No. 124, Annapolis, Md.

F. W. Kain, Federal Employees Union No. 144, Indian Head, Md.

W. A. Stewart, Federal Employees Union No. 23, Philadelphia, Pa.

Local No. 93, Bremerton, Wash., sent proxy to Chairman Grant, and Local No. 22, New Orleans, La., sent proxy to Delegate Parker.

Brother Grant tendered his resignation as chairman of the conference and Delegate Burke was elected to that position. The conference also decided to split the office of secretary-treasurer into that of secretary and of treasurer, and Delegates Frantz and Mohler, respectively, were elected to those new positions of the Navy Yard Tentative Conference.

Resolutions on President Wilson's Illness

Adoption of resolutions of sympathy, addressed to the President and Mrs. Wilson on the President's illness, was the first action of the Board of Representatives of No. 2 at its regular monthly meeting, October 10. The resolutions were passed unanimously by a rising vote.

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FEDERAL EMPLOYEES UNION NO. 2

2d Floor, Lenman Building, 1423 New York Avenue N. W.
WASHINGTON, D. C.

Information and Instructions for Representatives and Collectors

1. The initiation fee for membership in this union is one (1) dollar. The dues are fifty (50) cents a month, or five (5) dollars a year if paid in advance. A member's dues begin the first of the month following that in which he is admitted to membership No oath is required other than the one printed on the application card.

2. Application cards should be turned into this office as soon as possible after they are received from the applicants, because it takes from a week to ten days for headquarters to issue and send their membership books to them.

3. Every new member is entitled to a pin or button, which should be secured from headquarters at the time the application card is turned in.

4. No commission is paid for securing new members, but collectors are allowed a commission of ten (10) per cent on all dues collected. Each collector should make out a report on Form No. 11, which is furnished by the union, and deduct his commission before turning in his report; for example—

Total dues.....	$89.00
Less commission.....	8.90
	$80.10

5. Every collector should make a report to headquarters at least twice a month.

6. Regularly authorized collectors are permitted to appoint subcollectors. Subcollectors will report direct to the regular collector, who will be held responsible for their actions.

7. Collectors should keep a sufficient supply of due stamps on hand. When a member pays dues, a stamp should be placed in his membership book for each month paid. Each stamp should bear the initials of the collector and the date paid; for example—

H P H
8—10—19

8. All changes in connection with membership, such as changes in address, and deaths, resignations, transfers, etc., should be reported promptly to headquarters.

GENERAL INFORMATION

This Union, known as Local No. 2, is a local of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, which in turn is affiliated to the American Federation of Labor. The NATIONAL FEDERATION OF FEDERAL EMPLOYEES is composed of locals organized in various sections of the country. (See magazine for complete list.)

MEMBERSHIP

Article III, Section 1, of the Constitution of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, reads as follows:

Any person employed in the civil branch of the United States Government, the District of Columbia, or the insular possessions, except those in the Postal Service, not including those in the Executive Department and those exclusively eligible to membership in any other existing national or international organization affiliated to the American Federation of Labor, is eligible to membership in this Federation.

WITHDRAWALS

Section 4 of the same article reads: A member in good standing, if separated from the service of the United States Government, may upon application receive an honorable withdrawal card upon payment of a fee of twenty-five (25) cents.

PER CAPITA TAX

One-fourth of each initiation fee and twenty-five (25) cents per month for each member is paid to the NATIONAL FEDERATION OF FEDERAL EMPLOYEES as per capita tax. Of this amount the NATIONAL FEDERATION OF FEDERAL EMPLOYEES forwards one (1) cent a month per member to the American Federation of Labor, as an affiliation tax.

If all collectors will kindly adhere strictly to the above instructions and also feel free at all times to call to this office for any assistance which we may be able to give I am sure that the collection of dues will be taken care of to the satisfaction of all concerned.

Fraternally yours,
VAN A. ZAHN, *Treasurer.*

War Department Branch, Local No. 2, Holds Election

At the regular monthly meeting of the War Department, Branch of Washington Local, No. 2, held October 3, representatives were elected to serve for the ensuing year on the Board of Representatives of Local No. 2 as follows: J. C. Blackwell, President; P. M. Kennerly, Vice-president; and Miss Georgia Ludwick, Secretary. It was announced that the War Department Branch would hold its regular meetings on the first Friday night in each month at Union headquarters, 1423 N. Y. Avenue, Northwest.

STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., REQUIRED BY THE ACT OF CONGRESS OF AUGUST 24, 1912,

Of THE FEDERAL EMPLOYEE, published weekly at Washington, D. C., for October 1, 1919.
DISTRICT OF COLUMBIA, } ss.
CITY OF WASHINGTON, }

Before me, a Notary Public, in and for the State and County aforesaid, personally appeared E. J. NEWMYER, who, having been duly sworn according to law, deposes and says that he is the Business Manager of THE FEDERAL EMPLOYEE, and that the following is, to the best of his knowledge and belief, a true statement of the ownership, management (and if a daily paper, the circulation), etc., of the aforesaid publication for the date shown in the above caption, required by the Act of August 24, 1912, embodied in Section 443, Postal Laws and Regulations, printed on the reverse of this form, to wit:

1. That the names and addresses of the publisher, editor, managing editor, and the business manager are:

Publisher, The NATIONAL FEDERATION OF FEDERAL EMPLOYEES, Washington, D. C.
Editor, JOSEPH G. GURLEY, Garrett Park, Md.
Managing Editor, JOSEPH G. GURLEY, Garrett Park, Md.
Business Manager, E. J. NEWMYER, Washington, D. C.

2. That the owners are: (Give names and addresss of individual owners, or if a corporation, give its name and the names and addresses of stockholders owning or holding 1 per cent or more of the total amount of stock).

The NATIONAL FEDERATION OF FEDERAL EMPLOYEES. Offices, 1423 New York Avenue, N. W., Washington, D. C.

3. That the known bondholders, mortgagees, and other security holders owning 1 per cent or more of the total amount of bonds, mortgages or other securities are: (if there are none, so state).

The NATIONAL FEDERATION OF FEDERAL EMPLOYEES, Washington, D. C.
LUTHER C. STEWARD, President, Washington, D. C.
WILLIAM E. JUNKER, 1st Vice-president, Brooklyn, N. Y.
MARTIN J. LEONARD, 2nd Vice-president, Jamaica Plains, Mass.
MISS FLORENCE ETHERIDGE, 3d Vice-president, Vinita, Okla.
C. F. HUTCHINSON, 4th Vice-president, San Francisco, Cal.
CHARLES F. NAGL, 5th Vice-president, Chicago, Ill.
S. TYSON KINSELL, 6th Vice-president, Philadelphia, Pa.
CHARLES L. WIEGAND, 7th Vice-president, Baltimore, Md.
MISS GERTRUDE M. MCNALLY, 8th Vice-president, Washington, D. C.
CLIFFORD A. PERKINS, 9th Vice-president, El Paso, Texas.
E. J. NEWMYER, Secretary-Treasurer, Washington, D. C.

4. That the two paragraphs next above, giving the names of the owners, stockholders, and security holders, if any, contain not only the list of stockholders and security holders as they appear upon the books of the company, but also, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting, is given; also that the said two paragraphs contain statements embracing affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner; and this affiant has no reason to believe that any other person, association or corporation has any interest, direct or indirect, in the said stock, bonds or other securities than as so stated by him.

5. That the average number of copies of each issue of this publication sold or distributed, through the mails or otherwise, to paid subscribers during the six months preceding the date shown above is: (This information is required from daily publications only.)

E. J. NEWMYER.

Sworn to and subscribed before me this 6th day of October, 1919.

CHAS. A. APPLEBY.
(My commission expires November 11, 1923).

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THE FEDERAL EMPLOYEE

OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Vol. IV WASHINGTON, OCTOBER 25, 1919 No. 20

Federal Employees Represented on Reclassification Commission's Advisory Committee

REPRESENTATIVES of the organized government employees have been appointed by the Joint Congressional Commission on Reclassification of the Civil Service to serve on two advisory committees, namely, on wages and employment policies. The commission is thus continuing its announced policy of seeking the cooperation of the workers in the execution of its program.

These advisory committees, while having no power to act, are expected to submit recommendations to the Reclassification Commission as a guide for the determination of employment policies and the wage scale which will be laid before Congress for enactment into law. They will be asked to advise as to the minimum wage and other basic principles to be applied by the Government as an employer, the question of training and proper adjustment of worker to the job, promotion systems, and the sources of data for comparison for government wages, with special consideration of the factors of competition and the relative bargaining power of corresponding groups of workers in outside industry.

The importance to the government workers of having representation on the advisory committees cannot be overestimated, in the opinion of representatives of their organization, and is threefold in its bearing:

1. It is expected, and the NATIONAL FEDERATION OF FEDERAL EMPLOYEES is urging to the utmost, that the jurisdiction of the Reclassification Commission, which is at present limited to the District of Columbia, be extended to cover all employees of the Government throughout the country. The new classification, the new policies and the accompanying wage determinations for Washington will therefore no doubt become a basis for the reclassification of all the field services.

2. The 104,000 employees in Washington constitute in themselves a small army of workers which is now suffering under the most acute inequalities, inconsistencies, injustices and inadequacies as to wage, combined with the most extortionate living costs to be found anywhere in the country.

3. The adjustment of the wages and the opportunities for promotion of the women workers particularly, and likewise certain occupational groups of men and women both, it is pointed out, presents a far-reaching problem, because the wages for corresponding occupations in private industry are unstandardized. Mechanics, for example, who are well organized, have a standard wage of $6.40 and more per day in private industry, and the Government unquestionably pays the same wage to mechanics in its service. Stenographers, clerks, accountants, librarians, and various other groups, for whom the required education and special training is equal to or greater than that of mechanics, are paid in private industry whatever the employers dictate, for the reason that these groups of workers are relatively unorganized and their bargaining power is weak.

The groups referred to include a great majority of the women who are employed by the Government. And women doing skilled work, very many of them indeed doing highly technical

(*Continued on page* 6)

Employees of Immigration Service to be Reinstated; Secretary of Labor Issues Order

Employees of the Immigration Service who were transferred to the U. S. Employment Service, either without solicitation on their part or at their own request, and who were released on the 10th of October by the Employment Service on account of lack of funds, will all be replaced on the rolls of the Immigration Service at an early date. This is in accordance with an order issued by the Secretary of Labor after a number of conferences with Mr. Luther B. Steward, president of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES; Mr. Louis A. Post, Assistant Secretary of Labor, the solicitor of the department, and the Commissioner General of Immigration.

In his order, the secretary states that all applicants who were transferred to the Employment Service without solicitation on their part must be restored to duty as of October 10 for those who applied on or before that date, and others in this class immediately upon application. Those who were transferred at their own request must be restored as rapidly as places can be found.

The essential features of the secretary's order are as follows:

"I. That all Civil Service employees formerly of the bureau who were dropped from the Employment Service October 10 and who made application promptly shall be recorded in three classes: (*a*) Those who were transferred without solicitation on their part. (*b*) Those transferred at their own request. (*c*) Those who entered the bureau purely for employment work purposes.

"II. Applicants in Class A must be restored to duty in the bureau, such transfer to take effect October 10 for

(*Continued on page* 6)

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The Claims of Organized Labor

(As submitted to the Industrial Conference at Washington by Samuel Gompers.)

1. The right of wage-earners to organize in trade and labor unions for the protection and promotion of their rights, interests and welfare.

2. The right of wage-earners to bargain collectively through trade labor unions with employers regarding wages, hours of labor and relations and conditions of employment.

3. The right of wage-earners to be represented by representatives of their own choosing in negotiations and adjustments with employers in respect to wages, hours of labor and relations and conditions of employment.

4. The right of freedom of speech, of the press and of assemblage, all being responsible for their utterances and actions.

5. The right of employees to organize into associations or groups to bargain collectively through their chosen representatives in respect to wages, hours of labor and relations and conditions of employment.

6. The hours of labor should not exceed eight hours per day. One day of rest in each week should be observed, preferably Sunday. Half-holiday on Saturday should be encouraged.

Overtime beyond the established hours of labor should be discouraged, but when absolutely necessary should be paid for at a rate not less than time and one-half time.

7. The right of all wage-earners, skilled and unskilled, to a living wage is hereby declared, which minimum wage shall insure the workers and their families to live in health and comfort in accord with the concepts and standards of American life.

8. Women should receive the same pay as men for equal work performed.

Woman workers should not be permitted to perform tasks disproportionate to their physical strength or which tend to impair their potential motherhood and prevent the continuation of a nation of strong, healthy, sturdy and intelligent men and women.

9. The services of children less than 16 years of age for private gain should be prohibited.

10. To secure a greater share of consideration and cooperation to the workers in all matters affecting the industry in which they are engaged, to secure and assure continuously improved industrial relations between employers and workers and to safeguard the rights and principles hereinbefore declared, as well as to advance conditions generally, a method should be provided for the systematic review of industrial relations and conditions by those directly concerned in each industry.

To this end there should be established by agreement between the organized workers and associated employers in each industry a national conference board, consisting of an equal number of representatives of employers and workers, having due regard to the various sections of the industry and the various classes of workmen engaged, to have for its object the consideration of all subjects affecting the progress and well-being of the trade, to promote efficiency of productions from the viewpoint of those engaged in the industry, and to protect life and limb, as well as safeguard and promote the rights of all concerned within the industry.

With a further view of providing means for carrying out this policy, the Federal Government, through its Department of Labor, should encourage and promote the formation of national conference boards of the several industries where they do not already exist. To still further encourage the establishment of these national conference boards in each industry, these conference boards should be urged, whenever required, to meet jointly, to consider any proposed legislation affecting industries in order that employers and workers may voluntarily adopt and establish such conditions as are needful, and may also counsel and advise with the Government in all industrial matters wherever needful legislation is required.

The Federal Government should also undertake to extend the functions of the Department of Labor to ascertain and provide adequate information and advice to the several national conference boards on all matters affecting the life, health and general welfare of the wage-earners within such industries.

11. The flow of immigration should at no time exceed the nation's ability to assimilate and Americanize the immigrants coming to our shores, and at no time shall immigration be permitted when there exists an abnormal condition of unemployment.

By reason of existing conditions we urge that all immigration into the United States be prohibited at least until two years after peace shall have been declared.

Under the Industrial Relationship Plan adopted by the Standard Oil Company of New Jersey, $5,000,000 wage increases have been granted, 119 questions amicably adjusted, 39 employees retired at an average annuity of $89 a month, and 9,251 workers insured for a total of $9,188,000.

No. 2, Elects Officers

JOHN S. BEACH, *President.*

John S. Beach, former executive secretary of the National Federation, was elected president of Local No. 2, Washington, at the election held last week. He succeeds W. Carson Ryan, Jr., who was not a candidate for re-election. Brother Beach served as president during 1917-18, until he resigned to become acting president of the National and later executive secretary.

The other officers elected were as follows:

First vice-president, J. C. Blackwell, War Department; second vice-president, Dr. P. G. Agnew, Bureau of Standards; third vice-president, T. R. Manning, Interior Department; fourth vice-president, Mrs. Luella Poindexter, War Risk Insurance Bureau; fifth vice-president, Mrs. Adele C. Guthridge, Department of Agriculture; secretary-treasurer, Van A. Zahn, Treasury; recorder, Miss Hilda Graff, Department of Agriculture; guardian, Harry J. McGowan, Government Printing Office.

The officers were installed at the quarterly meeting of the union, held in Pythian Temple last evening.

Urges Federal Employees to Take Part in Gompers Parade

Urging members of Federal Employees Union No. 2 to take part in the parade in honor of Samuel Gompers, October 28, President W. Carson Ryan, Jr., has written to representatives and collectors asking them to designate members who will lead in registering as many as possible for participation in the parade. The Washington papers will carry full instructions as to the lineup of the various contingents.

People's Cooperative League

The first regular meeting of the People's Cooperative League, in which a number of members of Federal Employees Union No. 2 are interested, was held at the District Building Monday evening, October 20. The chief purpose of the meeting was to make the members acquainted with the new officers, who were present and made short addresses.

Senator Arthur Capper is president and Congressman Jas. H. Sinclair is secretary.

Laugh and grow fat. This method is the only one now in reach of the average purse.—*Greenville (S. C.) Piedmont.*

Pork is said to be on the toboggan in Chicago, but the slide we want to see it on is toward the home-plate.—*Sasktoon Star.*

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International Labor Conference

Will Convene in Washington October 29—Thirty-three Nations to Participate—The United States Not Among Those Present

ON WEDNESDAY next in the Pan-American Building, the Hon. W. B. Wilson, Secretary of Labor, will call to order the International Labor Conference, the first meeting of the nations of the world under the authority of the League of Nations, gathered together for the purpose of seeking the solution of at least one of the problems which is endangering the peace, happiness and comfort of all mankind.

Part thirteen of the Treaty of Peace provides for a permanent international organization devised for the purpose of establishing and maintaining fair and humane conditions of labor throughout the civilized world. Realizing that universal peace can only be established if it is based on social justice and that injustice, hardship, and privation to large numbers of people must imperil the peace and harmony of the world, the peace conferees at Versailles adopted nine general principles to guide the policy of the League of Nations in dealing with labor conditions. They are as follows:

First—The guiding principle . . . that labor should not be regarded merely as a commodity or article of commerce.

Second—The right of association for all lawful purposes by the employed as well as by the employers.

Third—The payment to the employed of a wage adequate to maintain a reasonable standard of life as this is understood in their time and country.

Fourth—The adoption of an eight hours day or a forty-eight hours week as the standard to be aimed at where it has not already been attained.

Fifth—The adoption of a weekly rest of at least twenty-four hours, which should include Sunday whenever practicable.

Sixth—The abolition of child labor and the imposition of such limitations on the labor of young persons as shall permit the continuation of their education and assure their proper physical development.

Seventh—The principle that men and women should receive equal remuneration for work of equal value.

Eighth—The standard set by law in each country with respect to the conditions of labor should have due regard to the equitable economic treatment of all workers lawfully resident therein.

Ninth—Each state should make provision for a system of inspection in which women should take part, in order to ensure the enforcement of laws and regulations for the protection of the employed.

The international organization of which these basic principles are the foundation is divided into two parts. The first is a General Conference of Representatives of the member nations, which shall be held from time to time as occasion may require, and at least once a year, and of which the coming conference is the first meeting. Thirty-three nations have notified this Government of their intention to send representatives. They are: Argentina, Brazil, Belgium, Bolivia, Canada, China, Czechoslovakia, Denmark, France, Great Britain, Guatemala, Greece, Italy, Japan, Jugoslovakia, Liberia, Netherlands, Norway, Nicaragua, Panama, Paraguay, Persia, Peru, Poland, Portugal, Roumania, Siam, San Salvador, Sweden, Spain, Switzerland, South Africa, Serbia, Slovenes and Croat Governments.

Many of these representatives are already in Washington. Most of those who are not, are on their way. With a few exceptions, owing to the difficulty of securing passage, all will be present when the Secretary of Labor convenes the conference next Wednesday.

There is one great nation, however, that will not be mentioned in the news dispatches as among those present. That is the United States of America. When Congress authorized the President to call the International Labor Conference in order that he might comply with the "request" made in the treaty that the Government of the United States convene the conference, they took pains to insert in the authorization a clause forbidding the President to appoint delegates to it and forbidding the United States to participate officially until the Senate shall have ratified the provisions of the treaty with reference to the conference.

Probably no nation in the world has given more painstaking thought and study to labor conditions than the United States. Certainly no nation has devoted more time and effort to progressive industrial legislation than our own. If we could be represented even informally with non-voting delegates, our contribution to the thought of the conference would undoubtedly be of inestimable value and do much to enable it to reach conclusions of far-reaching benefit to the work people of all the world. But Congress has made this impossible. We can give nothing from our great wealth of knowledge and experience in dealing with labor. We can simply call the conference to order, take such steps leading to the formation of the permanent organization as are within the jurisdiction of the temporary presiding officer, bow, and withdraw. The situation would be ridiculous if it were not so everlasting asinine.

Every item in the program—or agenda, as it is called in the treaty—of the coming conference is of vital importance to the men and women workers of this country. They are:

1. Application of principle of the eight hours day or of the forty-eight hours week.
2. Question of preventing or providing against unemployment.
3. Women's employment:
   (*a*) Before and after child-birth, including the question of maternity benefit.
   (*b*) During the night.
   (*c*) In unhealthy processes.
4. Employment of children:
   (*a*) Minimum age of employment.
   (*b*) During the night.
   (*c*) In unhealthy processes.
5. Extension and application of the International Conventions adopted at Berne in 1906 on the prohibition of night work for women employed in industry and the prohibition of the use of white phosphorus in the manufacture of matches.

That the conference will reach some conclusion on each one of these five items, covering as they do every phase of labor conditions, is a fair assumption. That these conclusions will result in proposals for some form of international standard and the necessary legislation or treaties to make it effective is to be expected. But the United States apparently will have no part in the work and will have nothing to say about the international standard which may be adopted by the thirty-three other nations sending representatives. This may be in accordance with that antiquated policy of splendid isolation. It may assist in protecting the sovereignty of the nation. It may have something to do with the integrity of the Monroe Doctrine. It may bring down the high cost of living, or assist in settling our domestic industrial problems. The opponents of the League of Nations must know these things. But it will not be particularly helpful to the rest of the civilized world who are sending their representatives here to meet together for the purpose of finding a solution to the world's most important problem today.

Perhaps the "Irish Republic" would accept the mandate to govern average Boston.—*Wall Street Journal.*

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The FEDERAL EMPLOYEE

A Magazine for Government Workers

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Editor, JOSEPH G. GURLEY.
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OFFICIAL MAGAZINE OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Entered as second-class matter, August 24, 1916, at the Postoffice at Washington, D. C., under the Act of August 24, 1912.

THE NAVY COMES THROUGH

When the representative of the Department of Labor appeared before the Public Buildings Commission in response to a demand for an explanation for its request for space for the International Labor Conference, he did the best he could. He explained that thirty-three nations were sending their representatives to this country. He made the statement that these representatives were of diplomatic character. He described how they are, in a sense, the guests of the nation inasmuch as they are being sent at the invitation of the President, acting under the authority of Congress. He explained that space was needed in order that each delegation could be given a suite of offices and equipped with the office facilities necessary to the conduct of the business of the conference.

But he was wasting his time. The attitude of the commission was one of indifference. No doubt the members felt that this was the funeral of one of the departments of a Democratic Administration and they should worry. Even the chairman knew so little what it was all about that he had to have it explained to him that there is no relation between the holding of the conference and the ratification of the Treaty of Peace by the Senate. He seemed to think that there couldn't be a conference until we ratify the treaty, and as we are not going to ratify the treaty, at least for a while, there was no necessity for making any provisions for our guests. Probably he still thinks so

At any rate the Department of Labor's representative didn't get anywhere. He left the hearing with the suggestion ringing in his ears that he might put some of the delegates in the Fuel Administration Building, some in the Food Building, and some in the present U. S. Employment Service Building. It was then that the Navy, recognizing the seriousness of the situation, came forward.

When Secretary Daniels and Assistant Secretary Roosevelt heard that the dignity and reputation of the nation was due to have a severe attack of neuritis owing to the distaste for all things pertaining to the League of Nations felt by certain temporary residents of Washington, they did not lose over thirty seconds in acting. They decided that the nation's guests must be provided with suitable quarters at all costs. An invitation was extended to the Secretary of Labor to make the Navy Building the headquarters of the International Labor Conference. A large amount of space was set aside and important bureaus moved to temporary quarters in order to provide the necessary room. The fact that this had to be done at the cost of the greatest inconvenience to a number of departments was given no consideration. And it is to the everlasting credit of the officials of these departments that not one word of complaint was heard.

The thanks of the nation are due the Navy Department. And the nation should be thankful that it is headed by officials with broad vision who do not propose to see us made to appear shoddy, inefficient, and ridiculous before the world. The Navy boasts that it always comes through. We'll say it does.

Efficiency

THIS is the story of a girl who works for the Government. Her husband also works for the Government and they have three children. They have bought a home and by their combined efforts are gradually paying off the mortgages created so that they could take title.

In eighteen months she has never appeared at her desk later than ten minutes of nine. The welfare of literally thousands of discharged service men has been in her hands during those eighteen months. Being conscientious and having some regard for the humanities she has put in many hours of overtime. Her record shows that. She is that kind of a girl.

The other day a new chief was appointed to her division. He immediately cut the lunch hour from forty to thirty minutes. The only place where the employees of that division can obtain lunch is at a nearby cafeteria patronized by hundreds of government employees. Under the most favorable circumstances it takes this girl forty minutes to get to this cafeteria, be served with a plate of ice cream and a couple of buns, pay, and get back to her desk. So she must submit to a reprimand and have a mark placed against her efficiency record or go without lunch. She goes without lunch.

This girl had a telephone on her desk. She used it after hours just once to inquire about a sick friend. She was reported for using the phone for personal matters and it was removed from her desk, although it is necessary to her for official purposes.

This is a true story. THE FEDERAL EMPLOYEE knows the girl, the name of her chief, and knows that her complaint about these circumstances is a matter of record. And yet some Senators are complaining about the intolerance of Judge Gary.

The Senate

The Senate looks more like a house of lords every day. It has not yet fallen to the same dead level of mediocrity as its British prototype, but it is doing its best. Some of the sage biblical discussions which are going on remind one of the days when titled Englishmen gravely debated whether there was scriptural warrant for one to marry his deceased wife's sister. Mr. Smoot has introduced the theological element by a learned argument convincing his fellow Senators that the entire Treaty is contrary to the Book of Mormon. In the House, Mr. Gillett rebukes the official chaplain for partisanship in praying for a league of nations. Doubtless there is some abstruse parliamentary point concealed in the discussion as to whether the chaplain's prayer for such a league "as would spring from the hearts of the world" is in such terms as to identify the league of his prayer with Woodrow Wilson's league and so constitute offensive partisanship. Mr. Sherman, who primarily introduced the theological flavor by proving that the real author of the League was the Pope, has now revealed to the horrified ears of his fellow-solons that the peace conference was not opened with prayer. At the present rate we may yet see the day when the maxims of John Calvin will be honored above those of John Marshall. Who knows but that the Mosaic law may eventually replace the Constitution? By the favor of Providence some knowledge of the Ten Commandments or a reasonable number thereof may at length percolate to our Upper House.

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A Statement by John L. Lewis

Acting President, United Mine Workers of America

This article was sent to the editor of THE FEDERAL EMPLOYEE in response to a telegraphic request for a statement.

THE United Mine Workers regret sincerely that the joint wage conference with the operators has broken up without negotiating a new wage agreement. We came to the conference with an earnest desire to reach an agreement, and we have made every possible effort that fair men could put forth to that end. We laid our demands before the operators and offered our arguments in support of those things which we believe we are entitled to. We have dealt fairly, openly and sincerely. But the operators brushed all of our propositions aside as so much chaff. We feel, therefore, that the operators are entirely responsible for the breaking up of the conference, and we trust that the American public will understand the true situation.

After the operators swept aside the demands of the miners there was nothing left for the conference to consider, because the operators assumed a stone-wall attitude. It is impossible for one side to make an agreement when the other side refuses to negotiate, and that is what the operators did. They closed the door against further consideration of the wage-scale question by the conference.

It will be well for the public to bear all of these facts in mind if they are brought face to face with inconvenience as a result of the failure of the conference to negotiate a new wage contract.

The only thing the operators proposed to the miners in the conference was that the Washington wage agreement be contained in force until March 31, 1920. The miners rejected this proposition, for the reason that it is impossible for the coal miners to make a living under the Washington agreement.

Figures officially collected show that the average income for the Illinois mine workers for 1918 was $1,434; for the Indiana mine workers, $1,400; for Ohio mine workers, $1,450, and for western Pennsylvania mine workers, $1,200. The output of coal in 1918 was the largest in the history of the coal industry, and the miners worked more days that year and produced more coal per man than ever before; therefore the wages which they earned in 1918 represent the extreme peak of their earning records. These figures should be a complete answer to the statement of the operators that the coal miners of the country have enjoyed enormous incomes.

State and government statistics for the years from 1913 to 1919 show also that the average incomes of the mine workers in these four states for all of those years were approximately as follows: Illinois, $800 to $850; Indiana, $800; Ohio, $700; western Pennsylvania, $700.

The Government recently issued a bulletin from the Bureau of Statistics of the Department of Labor in which it was stated that after a careful and exhaustive survey of the country the bureau had concluded that the average American family of four required an income of $2,500 a year in order to maintain a decent standard of living. These are government figures and must be taken as correct. If they speak the truth, then we contend that the wages of the miners under the Washington agreement would not permit the miner to give his family the kind of living that it is entitled to. We cite these facts in order that the public may know exactly the reason why the miners decline to continue to work under the Washington agreement until March 31, 1920.

The existing wage agreement between the miners and operators expressly provides that it shall continue in force and effect "during the continuation of the war." The contract terminates with the ending of the war. The making of a new contract at this time, therefore, is not a matter of choice, but of necessity. With the war over the contract automatically expires. In presenting wage demands the mine workers are not proposing to set aside any existing wage agreement, but, instead, have for their purpose the negotiation of a new agreement to succeed the one which ends with the termination of the war.

In their proposal to negotiate a new wage scale the mine workers have in mind the public need and the public welfare. They are inspired by a desire to renew contract relations with their employers without the cessation of work, which would necessarily follow the expiration of the contract unless a new one is negotiated.

One year ago the mine workers, through their representatives, petitioned the Federal Fuel Administrator, Dr. H. A. Garfield, for an increase in mining prices sufficient to enable them to meet the increase in the cost of living. Their petition was denied and their request for an increase in wages was refused. During the year wage rates remained stationary while the cost of living has increased more than 50 per cent. The mine workers remained at work, carrying the burden of constantly mounting prices of the necessaries of life, because they felt honor bound to comply with the provisions of the joint agreement. They should have been granted an increase in wages one year ago. At that time they presented incontrovertible facts in support of their claim. Today there are added to those facts many additional reasons why the mine workers should be granted an increase in wages. The higher prices for the necessaries of life which prevail now, as compared with those of even one year ago, supply an unanswerable argument in support of the miner's claim.

The demand of the mine workers for a shorter work day is justified from the standpoint of both experience and humane consideration. No class of labor is more entitled to the shorter work day than the miners. The nature of their occupation, the dangers they undergo, the risks they run and the sacrifices they make in connection with their employment merit favorable consideration for a shorter work day both by employers and the public as well. Besides, the mine workers cannot be furnished reasonably steady employment unless the hours of labor are reduced. Since the armistice was signed, last November, the mine workers in the main producing coal fields of America have not been employed 25 per cent of the time. They have been anxious and willing to work, but have been denied the opportunity to do so. Mines have been closed down and thousands of men have been forced to idleness. In addition, therefore, to the high cost of living, they have suffered most keenly from unemployment. They believe in the American principle that every man who is willing to work should be given an opportunity to do so. Their proposal that the work day be not more than six hours is offered as a solution of the problem of unemployment, for the opportunity to work cannot be accorded the miners unless the work day is shortened to correspond with the facilities of production and market requirements.

In the opinion of the miners there is no good reason why the increase in the cost of production resulting from an increase in wages or shortened hours of employment should be entirely borne by the public. They believe that the coal operators can pay an increase to the mine workers out of the profits they have enjoyed during the war and which they now enjoy.

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The report of the investigation made by the Federal Trade Commission shows that the bituminous coal operators made a clear, net profit of from fifty cents to one dollar per ton. This is remarkable when the public takes into consideration the fact that prior to the war many bituminous coal operators operated upon a net profit of less than ten cents per ton. It is a matter of common knowledge that coal operators during the war made fabulous sums of money and that many individual coal operators became millionaires. These coal barons, who are now so solicitous for the welfare of the public and who assume to act as its protector, have amassed fortunes out of the profits that coal consumers were forced to pay for fuel during the war.

During the period when our country was engaged in war and coal operators were making huge war profits, the miners responded to every call the nation made upon them. They increased the production from 500,000,000 tons in 1915 and 1916 to 650,000,000 tons in 1918. They mined the coal the country needed to manufacture munitions and war supplies, to transport our troops across the seas, and to ship the food they needed for the winning of the war. Surely this splendid record merits the utmost consideration of any claims they now present. In addition, out of their meager earnings, when the war was on, they bought Liberty Bonds and contributed in full measure to the Red Cross and all other war agencies. This was not done without very great sacrifice on their part.

The mine workers are deeply conscious of their obligation and duty to the public and nation. It is this fact which prompted them to religiously observe the contract which now terminates. They have discharged their obligation and met every requirement in a patriotic and whole-hearted manner. They now ask, and certainly have a right to demand, that they be accorded a full measure of justice, an increase in wages sufficient to conform with the increase in the cost of living, and a reduction in the hours of labor so that they may have an opportunity to maintain a decent American standard of life.

Additional Organizer for Washington, No. 2

Paul A. Strachan, an employee of the War Risk Insurance Bureau, has been appointed as an organizer by Washington Local No. 2. Brother Strachan will give full time to the work of establishing machinery of collecting dues and keeping the organization in good running order in the various departments.

A Big Event in Washington in November

Lecture By The Rt. Hon. Arthur Henderson, M.D.

Secretary of the British Labor Party and One of the Great Figures in the Public Life of the United Kingdom

Ample Notice of Time and Place Will Be Given

Rt. Hon. Arthur Henderson, M. P.

Federal Employees Represented on Commission's Advisory Committee

(*Continued from page* 1)

work, are receiving less than men doing similar work, and in many instances less than unskilled labor. The Reclassification Commission is urged, therefore, not only to give especial attention to the well-recognized phases of the question of equal pay for equal work, but to avoid the unintentional discrimination which might come about from comparison with unstandardized conditions surrounding unorganized workers in private industry, where the wages are disproportionately low as compared with the organized trades. In other words, it is contended by the organized government employees that the Government as an employer should not take advantage of the weaker bargaining power of the unorganized workers, but should pay them according to their skill.

Employees' Representatives: Luther C. Steward, president, NATIONAL FEDERATION OF FEDERAL EMPLOYEES; Miss Alice Deal, president, District High School Teachers Union; Miss Gertrude McNally, secretary, Women's Union of the Bureau of Engraving and Printing; Dr. R. H. True, Department of Agriculture; Frank Coleman, editor of the *Plate Printer.*

A press club is a place where business men have an opportunity to meet a reporter now and then.—*St. Augustine Evening Record.*

Employees of Immigration Service to be Reinstated; Secretary of Labor Issues Order

(*Continued from page* 1)

those who applied on or before that date and in other Class A cases immediately on application. And these transfers will carry all promotions which Class A employees would have received in the Bureau.

"Any demotions or furloughs made necessary by these transfers are to be made in the order of juniority, except that in particular instances on recommendation of the bureau, approved by the department for the good of the service.

"III. Class B must be restored to duty in the Immigration Service as rapidly as places can be found for them without demotions; except that demotions may be made in particular instances on the recommendation of the bureau, approved by the department, for the good of the service.

"IV. Class C must be promptly reported to the department by the bureau for restoration to the reemployment register of the Civil Service Commission."

Seems easier to get into war than peace.—*Wall Street Journal.*

The Soviet party has been born. Its promoters plan to make America just as happy as Russia.—*Omaha Bee.*

The new German state is fortunate. It has a constitution that gurantees liberty and a debt that guarantees peace.—*Greenville (S. C.) Piedmont.*

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THE DEPTH OF GARYISM

It is a long time since anyone discovered a "principle" which was too sacred to be discussed. In this modern age most people have assumed that every principle was subject to discussion, that nobody's ideas were too sacred for critical examination, and that since mortals were fallible, whether they were kings, magnates, or labor leaders, a fair examination of facts and consequences was necessary to the determination of any issue. Indeed those centuries in which men refused to examine the basis of any of their briefs are generally known as the Dark Ages. In these later days there has been a tendency to feel a certain prejudice against any who, like the German General Staff in 1914, discover a principle that is immune from argument. Mr. Gary, however, has discovered such a principle. It cannot be discussed with labor leaders, of course; it cannot be discussed by the United States Senate. Says the *New York Times* of September 28, "Any action such as was suggested by Senator Kenyon for the appointment of a board of arbitration would receive general public condemnation." Presumably it cannot be discussed by the White House Conference, nor by the President of the United States. So at last we have a principle, so high, so immeasurably important, that at the risk of disorganizing the industries of a nation, it must be left uncriticized and unexamined in the infinite conscience of Mr. Gary. The press agents are not content to say that Mr. Gary is probably right, that the evidence inclines his way; he is right beyond question, beyond examination even by the Congress of the United States. Nobody in the English-speaking world has been so utterly right since kings were inspired directly by God himself.

"And all should cry Beware! Beware!
His flashing eyes, his floating hair!
Weave a circle round him thrice,
And close your eyes with holy dread,
For he on honey-dew hath fed,
And drunk the milk of Paradise."

It may be blasphemous to ask the question, but what is it that Mr. Gary is so everlastingly right about? If Mr. Gompers writes a letter to the President, he receives an answer; if he writes to Mr. Gary, his letter goes into the waste basket. If Mr. Gompers asks for an interview with the President, the interview is given at the earliest moment; if he approaches Mr. Gary, he might as well be an infidel approaching the Grand Llama. If Senator Kenyon wishes to find out what Mr. Gary's strike is about, he is warned off as if he were trespassing on private property. The strikers themselves have appealed to the regularly constituted authorities for an immediate adjudication, saying they will abide by the decision. Mr. Gary will appeal to nobody, and will abide by no decision. As we catch the drift of the argument this is conclusive proof that Mr. Gary is standing for law and order, and that Mr. Gompers and Mr. Fitzpatrick and Mr. Foster are engineering social revolution. The principle on which Mr. Gary is so enormously right then is somewhat of this character. He is divinely authorized to smash unionism in the steel industry, and by pious fraud to call that act the prevention of revolution.

Mr. Gary, of course, knows perfectly well that the advertised defense of his position is a fraud. Every person who remembers anything about the history of the Steel Corporation's labor policy knows it is a fraud. No unionism, no collective bargaining of any kind has ever been permitted in the industry. The corporation began destroying every vestige of unionism when Lenin was a boy. Never for an instant has it deviated from a policy of blood and iron at the first hint of labor organization. The Russian revolution has nothing to do with it, the European upheaval has nothing to do with it. The Steel Corporation stands where it has always stood. It is pursuing a policy adopted decades before Bolshevism was ever heard of. Its line today has no relation to any follies that William Z. Foster enunciated years ago. For Mr. Gary there are no distinctions between Gompers and Foster, between Fitzpatrick and Haywood, between the late John Mitchell and the reddest rebel. There are no distinctions between the A. F. of L. and the I. W. W., no distinction between craft and industrial unionism, no distinction between conservative and radical labor leaders. Anything that suggests collective bargaining he will fight to the bitter end. That is his "principle"; he has never had any other; he has none now.

He will dress it up, of course, to suit the fashions of the moment. He will call it a fight against Bolshevism if that happens to be a good excuse, though there is no greater maker of Bolsehvists in all America than he himself. He will call it a fight between American and alien labor, if a mean chauvinism happens to be popular, though no one has surpassed him as an importer of alien labor. He will call it a struggle for law and order, though there is less law and more official disorder in western Pennsylvania than in any section of the Union. He will call it a battle for American institutions, though by his direction the Bill of Rights in the Constitution has been annulled in the Pennsylvania steel district. In short, he will use any poppycock which is available, but under it all runs a clear line of policy: he will not tolerate unionism in any form whatsoever.

If we remember correctly, Mr. Gary recently added his voice to those who wish the treaty ratified without reservations. Certainly it is true that he has had almost unanimous support from the newspapers which demand unqualified ratification. In New York alone he has had ardent support from the *Evening Post*, the *World*, the *Times*, all of them for the treaty as it stands. In the Senate his position has been warmly approved by certain Democratic Senators. He was cheered at a dinner of a hundred leading business men at the Ritz-Carlton the other night for his refusal to discuss the issues of the strike before a government arbitration board. Among the diners that night it is safe to say that a majority are for the treaty as it came from Paris. Have any of these statesmen, business men, or editors read the treaty or have they forgotten Article 427, or are we right in regarding that article, like so many other high-sounding things in the treaty, as buncomb? Over Article 427 is written "General Principles" and among them the following will be found enumerated:

"Second, the right of association for all lawful purposes by the employed as well as by the employers."

The denial of that right to the employed in the steel industry is the issue of the strike. Concede that right and the strike can be settled. No man who argues for the treaty and is not a plain hypocrite can fail to condemn Garyism. For those who support him there is just one thing to lean upon: Foster's book written years ago. It may be argued that if he still holds those theories and proposes to put them into practice that the strike is not for "lawful purposes." Mr. Gompers assures us that Mr. Foster has abandoned these views as Mr. Wilson has abandoned some of his. Mr. Fitzpatrick, we know to be a sincere believer in constitutional method. But perhaps Mr. Foster has not really changed. The matter can be settled easily. Let Mr. Gary say that he will deal with Mr. Gompers, but that he will not deal with Mr. Foster. Let him propose to negotiate with conservative unionism. If Mr. Foster's book is the real obstacle, and not camouflage for absolute anti-unionism, Foster can be retired. Nobody in his senses will, we think, call Mr. Gompers a revolutionist.

Why is it that Mr. Gary has failed to demand the retirement of Foster? Why, if the *New York Times* believes that "there is no greater need

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in the industrial world than strong, upright, responsible unions" does it not hasten to urge negotiations with the strongest, most upright and responsible union officials anywhere in sight? The reason is that there is no word of sincerity in such professions. For Mr. Gary and his followers there are no strong, upright and responsible unions on earth. They exist only in a platonic heaven. Every actual union they intend to crush. There is no other "principle" in Mr. Gary's mind. No wonder he does not dare to debate it before some public authority.

Since Mr. Gary has given such bad odor to the word "principle," it may be well to attempt to rescue the word so that it shall have some meaning in modern civilization. In the industrial problem a principle is simply a working hypothesis to be applied after examination of the consequences, and modified in the light of new facts. No principle has any more validity than this, and if we presume to state a few they must be taken, not like Mr. Gary's, as divinely inspired, but as humanly and experimentally ascertained.

It is a working principle of modern industry that the wage-earners and the salaried force shall be represented in the management, and that they shall freely choose their own representation. What representation they shall have, what powers they exercise, is a question to be worked out in each specific case. There is no one plan which will fit civil servants, railwaymen, professors, shoemakers, and girls in a department store.

It is a working principle of modern industry that no labor shall be employed at a wage or at hours or under conditions which make the industry parasitic upon the individual. What are the correct minimum wage, the correct maximum hours, the proper working conditions, only specific and scientific investigation can determine, and in that determination the employee must be permitted his own expert representation.

It is a working principle of modern industry that the guaranteed minimum should be progressively raised. How much it can safely be raised can only be determined in each case.

It is a working principle of modern industry that the workers collectively shall share in an increase of profits due to an increase in their own efficiency, or to an increase of profits due to a general prosperity, which are not taken by the state in the form of taxation.

One and all imply a realization that there are problems of industrial relation crying for solutions. These have taken many forms, from the minimum wage boards of Massachusetts to the Plumb plan for the railroads and the industrial councils in the garment industry. A sensible person will not be dogmatic about any of them. But he will insist that what lies at the bottom of all of them is a strong sense that in some combinaion of collective action and consent with expert finding of facts lies the hope of industrial regeneration. He will insist, too, that the basis of civil order depends not upon the application of some particular plan at some particular place, nor even on the application of a principle in a particular crisis but in a temper of mind capable of convincing the bulk of the community that men are examining the facts and urgently trying to invent methods of dealing with them. In short, the essence of wise dealing with the labor problem does not consist in agreeing with labor at every point. It does consist in demonstrating to labor that its problems are also the nation's problems, however much men may differ in particulars. Against the whole spirit of such dealing Mr. Gary has projected himself, and those who support him now are in truth turning against what little light there is in a grievously difficult age.—*The New Republic.*

Senators Borah, Johnson, Poindexter and Harding, all with Presidential bees, are opposing the League of Nations, making a partisan issue of the great document. Real Americanism demands a guaranty of future peace. And the world needs that much more than the Republican party needs an issue.

How wonderfully the character of Senator McCumber stands out when he puts aside partisanship and political expediency and takes a stand on the League of Nations against his fellow-Republicans in the Senate; putting the interests of humanity above party politics is a sign of true statesmanship.—*Dearborn Independent.*

Mary had a little lamb, a very small, thin slice, for that was all she could afford at the prevailing price.—*New York American.*

A Second Peace Conference, and Delay in Solving Business Problems, Must Follow If the Senate Persists in Amending or Rejecting the League of Nations Covenant.

—From the Dearborn Independent.

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THE FEDERAL EMPLOYEE

OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Vol. IV WASHINGTON, NOVEMBER 1, 1919 No. 21

Convention Doings of Concern to Every Government Worker

If you are interested in such things, among others, as better salaries, overtime pay, extension of reclassification to the entire field service, Saturday half-holiday throughout the year, retirement, and full political rights for all government employees, you will not need to be urged to read what follows.

A SUMMARY of the work of the Committee on Legislation of our Third Annual Convention, of which Delegate JOHN FITZGERALD (New York City, No. 4) was chairman, and Delegate ETHEL M. SMITH (Washington, No. 89), secretary, has been prepared, the substance of which appears below. To this committee were referred many of the most important questions which challenged the attention of the delegates to the San Francisco meeting, questions of moment to employees of the Government throughout all branches of the service. Although a few of these resolutions have already been published in THE FEDERAL EMPLOYEE, it is thought well to reprint them here for the convenience of our readers in connection with the other resolutions.

The following resolutions, the full text of which is given, were adopted by the Convention on recommendation of the committee:

GENERAL WAGE INCREASES URGED FOR FEDERAL EMPLOYEES

Substitute recommended by Committee on Legislation for a number of resolutions dealing with the same general subject:

"WHEREAS, The salaries of government employees have not increased in proportion to the increased cost of living during the war, or to the increase in wages in private industry and have in fact not been readjusted in half a century; and

"WHEREAS, The increase in living costs is therefore felt more acutely by government workers than by most other groups, and the salary increase of $240 allowed by the last Congress has not proved adequate to meet the necessities of our people; therefore, be it

"RESOLVED, That we hereby instruct the executive officers of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES to introduce in the next session of Congress and push for passage at the earliest possible moment a measure providing general wage increases [illegible]

SATURDAY HALF-HOLIDAY

President Luther C. Steward of our National Federation authorizes the following statement:

Last July a committee consisting of A. J. Berres, Secretary of Metal Trades Department, American Federation of Labor; N. P. Alifas, President of District Council No. 44, International Association of Machinists; Thomas F. Flaherty, Secretary-Treasurer of National Federation of Postoffice Clerks; and Luther C. Steward, President of our National Federation, representing all federal employees affiliated to the American Federation of Labor, called on Secretary of Labor Wilson and presented to him the question of Saturday half-holiday. Secretary Wilson agreed to lay the matter before the President and Cabinet at the next Cabinet meeting and stated that he himself was heartily in favor of Saturday half-holiday throughout the year.

The committee again called on Secretary Wilson, who said that the matter had been presented as agreed on and that the President had asked the Attorney-General for an opinion as to the President's authority in the premises.

At a subsequent meeting between the committee and the Secretary of Labor it was learned that the Attorney-General had rendered an oral opinion to the effect that the President has authority to declare Saturday a half-holiday throughout the year by Executive Order in the District of Columbia and in States in which the legislatures have made Saturday a half-holiday. The President was unwilling, however, at that time (the latter part of August) to issue such an Executive Order, preferring to leave the decision to joint action by members of the Cabinet. Relief could not be secured in this way on account of objection on the part of certain members of the Cabinet.

Early in September the committee telegraphed President Wilson, who was then in the West, urging issuance of the desired order prior to September 15. Secretary Tumulty informed the committee that on account of pressure of important affairs the President could not take up the matter at that time. Owing to the President's illness since his return to Washington it has been impossible to present the matter again to him. At the first available opportunity an appointment with the President will be secured by the Committee and he will be urged to issue the necessary order. Should this not be forthcoming, a bill providing the relief sought for will be introduced in Congress and pushed for enactment into law.

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government employees in amounts of $480 for employees receiving base pay up to and including $2,500 per year, $360 for those in the grades between $2,500 and $3,500 per year, $240 for the grades between $3,500 and $4,500 per year."

EXTRA PAY FOR OVERTIME IN FEDERAL SERVICE

Resolution No. 121 (introduced by Delegates CLOUD, KINSELL, and LEONHARDT, all of Philadelphia, No. 23):

"WHEREAS, The principle of extra pay for overtime has become generally recognized as just; and

"WHEREAS, Certain branches of the government service do now grant extra pay to employees who are compelled by emergency to work overtime; therefore, be it

"RESOLVED, That the Executive Council is hereby instructed to have introduced into Congress bills providing that all employees in the service of the Government who may be compelled to work overtime shall be paid the following rates, viz:

"Time-and-half time for overtime. Double time for Sundays and holidays."

EXTENSION OF RECLASSIFICATION TO ENTIRE FEDERAL SERVICE

Resolution No. 19 (introduced by Delegates MAYO and HARRIS, New Orleans, No. 22, on behalf of that local):

"WHEREAS, It is a known fact that in various departments of the Government, employees doing the same class of work and performing the same services are paid different rates of compensation; and

"WHEREAS, The iniquity and injustice of this practice have been recognized by the act creating the commission on reclassification of salaries of government employees in the District of Columbia, now, therefore, be it

"RESOLVED, That the Third Annual Convention of THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES urges immediate action looking to the extension of the work of this or a similar commission to cover all departments of the federal service throughout the country."

SATURDAY HALF-HOLIDAY THROUGHOUT THE YEAR URGED

Resolution No. 32 (introduced by Delegates BERRYESSA and HUTCHINSON, San Francisco, No. 1):

"WHEREAS, In certain departments of the United States Government the employees are allowed a half-holiday each Saturday during the entire year, while in other departments the Saturday half-holiday is granted only three months in the year; therefore, be it

"RESOLVED, That the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, assembled at San Francisco, California, hereby instructs the Executive Council to take the necessary steps whereby all employees of the United States Government shall be allowed the Saturday half-holiday throughout the entire year."

ENDORSEMENT OF STERLING-LEHLBACH RETIREMENT BILL

Resolution No. 115 (introduced by Delegates RYAN, POINDEXTER, and others, Washington, No. 2; and Delegates GRAY, BIRCKHEAD, and others, Washington, No. 105):

"WHEREAS, The Sterling-Lehlbach bill providing for the retirement of government employees is now in a favorable position before Congress with every likelihood of prompt passage; and

"WHEREAS, Organizations of civil-service employees, including the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, have agreed that the bill in its present form appears to provide substantially all that can be obtained at this time, in view of the needs of the Government and the employees; be it,

"RESOLVED, That we renew our endorsement of this vital legislation and urge officers and members of the Federation to use every effort possible to have this bill enacted into law with the least possible delay."

FULL POLITICAL RIGHTS FOR GOVERNMENT EMPLOYEES

Resolution No. 84 (introduced by Delegate SAAL, New York City, No. 4):

"WHEREAS, A full and complete participation in the organization and operation of the political institutions of a country is essential to the libery of a free people, and

"WHEREAS, Any man or group of men deprived of this fundamental right is in some measure deprived of his liberty and set apart from his fellows, and

"WHEREAS, Employment in the Government of the United States

N. F. F. E.

A BIG CONSTRUCTIVE PROGRAM

"The legislative measures now on our calendar are:

"(1) The Nolan bill

"(2) The Retirement bill

"(3) Repeal of Law Restricting Transfers at Increased Compensation

"(4) Overtime Pay

"(5) Extension of Jurisdiction of the Reclassification Commission to Cover the Entire Field

"To this will shortly be added the report of the Reclassification Commission, which must be laid before Congress for enactment into law. These are all comprehensive measures and by themselves make up a big schedule.

AN EMPLOYMENT MANAGEMENT DEPARTMENT FOR THE GOVERNMENT

"To that schedule, however, it is recommended that another big general measure be undertaken, namely, the establishment of a central agency to handle personnel matters for all departments of the Government, including appointments, promotions, demotions, dismissals, general conditions of employment, a training school for executive positions, and a comprehensive promotion system. This would mean either the expansion and revision of the functions of the existing Civil Service Commission or the setting up of an entirely new organization, comparable to the employment management department of an industrial establishment. It would necessarily involve revision of the civil service law. And it should provide for a governing body composed of representatives of the administration, the employees, and the general public."

The foregoing is the Legislative Program of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES as outlined by President Steward in his last report.

This should command the active and enthusiastic support of every civilian employee of the Government.

Get Behind this Program and the Organization that is Fighting for it and Help to Carry it to Victory.

N. F. F. E.

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should constitute a badge of honor and not lapse into subjection, now, therefore, be it

"RESOLVED, That proper legislation be passed for the restoration of full political rights to all federal employees, including the right to vote in every case where they are now forbidden to vote and the right to participate actively in political activities and to express an open preference in political matters and to support such preference by word or deed without let or hindrance, to the end that they be placed upon a political equality with their fellow citizens."

GOVERNMENT-PROVIDED HOUSING FOR GOVERNMENT WORKERS

Substitute for *Resolution No.* 93 (original resolution introduced by Delegate ALDRICH, New York City, No. 4):

"WHEREAS, Housing accommodations in the vicinity of many government establishments are inadequate and unsatisfactory, and

"WHEREAS, We believe that the Government should take the responsibility of providing proper housing for its employees, be it

"RESOLVED, That we urge upon Congress the maintenance of proper housing plans to be carried out under government direction in the interest of government workers and the efficiency of the service."

DISCRIMINATION AGAINST WOMEN AS FEDERAL EMPLOYEES

Substitute for *Resolution No.* 94 (introduced by Delegate ALDRICH):

"WHEREAS, Discrimination against women as government employees is found to exist through the service with reference to examinations for entrance, appointments, promotion, rates of pay and opportunity of all kinds, and

"WHEREAS, The conditions surrounding women workers in private and government employ alike are involved in problems which require special study by qualified women, therefore, be it

"RESOLVED, That the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, in Third Annual Convention assembled, request the Woman's Bureau of the United States Department of Labor to make a thorough study of the working conditions, rates of pay and all related questions affecting the employment of women in the government service, with a view to the proper readjustment of such conditions and rates of pay, on equality with the pay of men, and

"RESOLVED FURTHER, That copies of this resolution be sent the Director of the Woman's Bureau, to the Secretary of Labor, and to the heads of all other departments and independent establishments of the Government."

MORE LIBERAL ALLOWANCES UNDER U. S. COMPENSATION ACT

Substitute for *Resolution No.* 10 (original resolution introduced by Delegates MAYO and HARRIS, New Orleans, No. 22, on behalf of that local):

"WHEREAS, It has been found by actual experience that the maximum allowance under the U. S. Employees Compensation Act, viz: $66.67, is insufficient to meet the present high cost of living, and

"WHEREAS, Injured employees receive no compensation under this act for the first three days of their disability, which is a gross injustice, and which works considerable hardships on the injured, as experience has shown, especially upon the lower-paid employees, therefore, be it

"RESOLVED, That the Congress of the United States be petitioned by the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, in convention assembled this 8th day of September, 1919, to amend the Compensation Act, increasing the maximum allowance to two-thirds (2-3) of an employee's earnings, but in no case to exceed $100 per month, and that the three-day clause be eliminated, thus compensating the injured for the full period of disability."

The Convention adopted also, on recommendation of the Committee on Legislation, the resolutions summarized below:

Resolution No. 12 (introduced by Delegates MAYO and HARRIS, New Orleans, No. 22, in behalf of that local)—

Endorsing H. R. 12,427 and S. 4,661, which provide for compensation commensurate with the special duties that they perform of clerks employed in the Steamboat-Inspection Service.

Resolution No. 36 (introduced by Delegates BERRYESSA, HUTCHINSON, and WATKINS, San Francisco, No. 1)—

Providing that, inasmuch as "certain employees of the Mint at San Francisco, California, such as watchmen, elevator conductors, laborers, and custodian employees, cannot receive an increase in compensation on account of" provisions of Section 4 of the Legislative, Executive and Judicial Appropriation Act, approved March 4, 1913; the Executive Council be instructed to do everything possible to have this law repealed.

Resolution No. 44 (introduced by Delegate SMITH, Washington, No. 89)—

Providing that the Executive Officers of the National Federation be instructed to take steps, if practicable, "to have the provisions of the Compensation Act made retroactive for District of Columbia employees to the date when the original act became effective for other government employees."

Resolution No. 45 (introduced by Delegate POOLER, Albuquerque, No. 40)—

Providing that the Executive Officers of the National Federation be instructed to bring before Congress, or the proper committees thereof, for their consideration, the conditions in the Forest Service due to the $800 limitation placed on the cost of buildings needed in housing employees engaged in the administration of the National Forests, by the Agricultural Appropriation Act for 1920, approved July 24, 1919, and to urge that such limitation be set at not less than $2,000 for each building or preferably be stricken out of the future appropriations for this purpose.

Resolution No. 61 (introduced by Delegate WEMPE, Balboa Heights, No. 6)—

Setting forth the necessity of continuing the present provisions of the Panama Canal Act, which became effective April 1, 1914, relative to additional compensation, working and living conditions of the employees of the Government on the Canal Zone, and to other allowances made such employees by that law, and calling on the National Federation to exert all its efforts to oppose any attempt to take away by legislation or otherwise any of such compensation, privileges, or perquisites allowed under the Panama Canal Act and Executive Orders and regulations which have been long in effect.

Resolution No. 97 (introduced by Delegate VIELE, New York City, No. 4)—

Providing that in case the NATIONAL FEDERATION OF FEDERAL EMPLOYEES is unable to secure the appointment of a Personnel Board by the Secretary of the Treasury, the organization at once take steps to secure proper legislation by Congress with a view to giving present Personnel Committees a legal status, and giving employees representation on such Personned Committees, representatives to be elected by majority vote of employees concerned—this having reference to the Personnel Committee appointed by the Collector of Customs, Port of New York, to represent the various branches of the Customs Service under his jurisdiction and on which committee the employees are not represented.

Resolution No. 98 (introduced by

(*Continued on page* 6)

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The FEDERAL EMPLOYEE

A Magazine for Government Workers

VOL. IV NOV. 1, 1919 No. 21

THE FEDERAL EMPLOYEE is published weekly by the National Federation of Federal Employees at the Offices of the Federation, 1423 New York Avenue, Northwest, Washington, D. C.
Editor, JOSEPH G. GURLEY.
Business Manager, E. J. NEWMYER.

OFFICIAL MAGAZINE OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Entered as second-class matter, August 24, 1916, at the Postoffice at Washington, D. C., under the Act of August 24, 1912.

A WORD ABOUT OUR CONVENTION AND PROGRAM

An N. F. F. E. Convention is naturally a clearing-house for the plans and needs of the entire organization, through which pass the ideas, in a more or less digested state, of our diverse and widely distributed membership. As was to be expected, the attention of the delegates at San Francisco was fixed largely on measures for the financial relief of government employees—certainly no class needs and deserves such relief more. For this phase of our Convention's proceedings no apology is required. A rational and well-proportioned salary and wage schedule is absolutely necessary to the adequate reconstruction of the Civil Service.

By reading the summarized legislative program set forth by our National President (which appears on another page) one gains in a moment a bird's-eye view of the large measures around which our efforts as an organization are now well crystalized. In the only case in which exception was taken to the attitude of our Federation as already expressed—that of the pending retirement bill—the Convention reaffirmed its previous stand by a virtually unanimous vote.

Our legislative program needs no defense; it speaks for itself. It has been built in no narrow spirit of mere self-betterment for the employees which ignores the good of the public service. On the contrary, every "plank" in our platform is fully as essential to the upbuilding of the Civil Service as it is to the well-being of the hundreds of thousands of workers by whom the vast work of the Government is carried on without ceasing.—J. G. G.

NOW IS THE TIME TO ACT

Municipal ownership of public utilities may not appeal to some, but this at least may be said with confidence: That municipal ownership at its worst never involved a scheme by which the people of a great city are daily mulcted of thousands of dollars to pay into the coffers of a well-managed street-railway corporation that neither asks for nor needs additional revenue, in order that the alleged requirements of a wretchedly mismanaged and inefficient competitor may be met. Because we give to a supposedly needy beggar forsooth we must give equally to a well-to-do bystander whose hand is not outstretched. The term "beggar is used advisedly, for money paid over to a public service corporation in excess of value received is virtually money donated to charity, even though donated, as it were, at the point of a pistol. For the time being the long-suffering public must be the victim of crazy-quilt finance; but the turn of the thumbscrew sometimes brings remarkable results even in a community in which for many years various factors have combined to repress initiative and efforts at self-help. What will be the result of this latest turn of the screw?

Now is the time to unite and act, and Federal Employees Union No. 2, as the largest organization by far in the National Capital, representing the dominant element in the city, should take the lead in a strenuous movement to relieve our people from a gross imposition.—J. G. G.

JUSTICE AND RECLASSIFICATION

If the Congressional Joint Commission is intent upon doing its job of reclassification squarely and scientifically, with no thought of favors for anybody and only justice and efficiency as the aims—and certainly the Commission has given this impression of absolute impartiality to every one not prejudiced in advance—there are three possible ways in which it can figure salary changes. In the first place, any modern reclassification will take into consideration a minimum wage. Given a real job, a real service to be performed, the Government ought to pay at least enough, after a reasonable apprenticeship period to enable an employee to maintain a normal family in decency and comfort. In the second place, the Commission can take the salaries of 1913—admitted as too low by government officials from the Keep Commission down—and make a readjustment on the basis of the increase that has taken place in the cost of living. And in the third place, salaries in outside institutions and concerns may be taken into consideration provided the work is really comparable in responsibility and other features to the work done for the Government.

The employees have nothing to fear from any results obtained by a combination of these methods of approaching wage problems. On the basis of the minimum-wage consideration, the vast majority of government employees are not getting even a living wage. As to the cost-of-living measure, government employees can point to the logic of the situation as justifying doubling salaries for the statutory positions. And the employees are not afraid of comparison with positions outside the government service, many of which are paying two or three times the government price.—W. C. R., JR.

THOSE BUDGETS

Government employees in Washington have recently had the experience of trying to measure their family expenses in the light of a minimum budget prepared by the Bureau of Labor Statistics.

This budget was at first referred to by the labor statistics officials as a "minimum comfort budget." We notice that it is now being referred to as a "minimum health and decency" budget. There can be no question about this being a real, irreducible minimum. There certainly is no comfort possible under it, and mighty little decency.

The family budget thus prepared, which economical employees find from their own experience impossibly low, costs in the neighborhood of $2,200. From this it is not difficult to understand the plight of the great mass of government clerical employees with families, whose incomes from the government hover around the $1,200 mark. And what of the 27,000 employees in Washington, most of them with families, who get less than $1,080 a year?

Tennessee State Federation Favors Cooperation

At the annual convention of the State Federation of Labor, just held, the Rochdale system of cooperation was indorsed. This system provides that goods shall be sold at the prevailing market price and that profits shall be divided not on the amount of stock held by a person, but on the basis of purchases made at the cooperative store.

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A Trade Union College Here

A notable step taken in the National Capital in recognition of the magnitude and development of the Labor Movement and what it means to the future of American citizenship. The new college will open at once with a comprehensive curriculum and able instructors.

NOTE THESE FACTS

Date of Opening—Sunday, November 2, at 3 o'clock.
Place—Musicians' Hall, 1006 E Street N. W.
Regular Fall and Winter Term Opens November 10.
All Classes to be Held at 1423 New York Ave. N. W.
Courses Open to All Trade Unionists and Their Families.
Enrollment at 1423 New York Ave. N. W. (Room 403), November 3-8, inclusive, from 4-6 P. M. and 8-9 P. M.
Fees—$2.50 per course.

THE TRADE Union College of Washington, D. C., will have its formal opening at Musician's Hall, 1006 E Street, N. W., tomorrow (Sunday) afternoon, at 3 o'clock. Enrollment of students will be carried on from 4 to 6 in the afternoon and from 8 to 9 in the evening the following week at the Grade School Teachers' Union rooms at 1423 New York Avenue, N. W.

The opening of this Trade Union College marks a new departure in the field of education as well as in the responsibility of trade-union societies. The motive for this educational venture springs primarily from the fact that the trade-union movement is growing daily in importance and significance. It is commanding greater and greater attention from all elements of society. Naturally, therefore, those who are most active in this movement are realizing that it is becoming necessary to systematize its development. The principles of education, which have been applied to many activities of life, are likewise applicable to such activities as the labor movement.

It is, therefore, fortunate that there have been enterprising spirits among the trade-union workers of Washington and vicinity who have had the courage and initiative to proceed with enlisting the support for and organizing this Trade Union College. It will undoubtedly serve as one of the mileposts in advance of labor. It will serve to define in rational and substantial terms the economical and psychological principles underlying this very important sociological development. It will help young men and young women who are anxious to be of service to their fellows better to understand how they can contribute to this worthy cause, and finally it is expected that no small result from this new educational enterprise will be its contribution towards the development of leaders.

Preliminary Announcement 1919-1920

FOR THE Fall and Winter Term of the Trade Union College of Washington, D. C., under the auspices and control of Trade Unions of Washington, D. C., and vicinity.

The Trade Union College has been established by these unions in order to provide educational opportunities for those who work for a livelihood.

Sunday, November 2, will be the opening day.

Assembly at 3 o'clock, at Musicians' Hall, 1006 E St. N. W.

Addresses by prominent speakers and members of the faculty.

The regular fall and winter term of ten weeks (beginning November 10) will include the courses as described below. There will be two-hour classes, one hour for lecture and one hour for discussion. As new classes are desired they will be added to the curriculum.

All classes will be held at 1423 New York Avenue N. W. The instructors will all be specialists in their subjects. The instruction will be liberal and from the point of view of the worker.

ENGLISH

How to write and speak correctly. Theory and practice of composition and argumentation. Public speaking.

Monday evenings, 8 o'clock.

Instructor, Mrs. MARY BRENNAN INKSTER, High School Teachers Union, teacher at Central High School.

INDUSTRIAL HYGIENE; SANITATION AND SAFETY

Proper working conditions and facilities. Prevention of occupational diseases and accidents. Hours of labor—fatigue.

Monday evenings, 8 o'clock.

Instructor, Capt. O. S. BEYER, JR., Federal Employees Union No. 2, University of Illinois.

MODERN LITERATURE

Modern literature as it reflects the currents of thought and motives which underlie the present-day movements of society. Reading and discussion of essays, novels, poetry and the drama.

Tuesday evenings, 8 o'clock.

Instructor, Mr. STUART CHASE, Federal Trade Commission.

LAW

A course in the relation of the Trade-union Movement to the law, including a discussion of taxation and the workings and effect of the initiative and referendum.

Tuesday evenings, 8 o'clock.

Instructor, Mr. JACKSON H. RALSTON, Attorney for the American Federation of Labor.

The history and system of the common law Introduction to American Law.

Wednesday evenings, 8 o'clock.

Instructor, Mr. FREDERICK DESCOVICHS, Catholic University of America.

INDUSTRIAL DEVELOPMENT

The growth of industries and their effect on society.

Wednesday evenings, 8 o'clock.

Instructor, Mr. HARVEY CHASE, Council of National Defense.

ECONOMICS

A brief review of the principles underlying production and exchange of wealth. The relation of wages and cost of living. A study of a typical large industry.

Thursday evenings, 8 o'clock.

Instructors: Dr. ABRAHAM BERGLAND, Tariff Commission; Dr. SAMUEL TATOR, Federal Trade Commission.

POLITICAL SCIENCE

A course in comparative government. Types of democracy; their growth and development.

Thursday evenings, 8 o'clock.

Instructor, Mr. W. J. LAUCK, Ex-Secretary of the National War Labor Board.

HISTORY OF THE LABOR MOVEMENT

History of the growth and development of the Labor Movement, both European and American.

Friday evenings, 8 o'clock.

Instructor, Dr. JOHN O'GRADY, Catholic University of America.

CURRENT LABOR QUESTIONS

The Labor Contract; Workmen's Compensation; Industrial Housing; Types of Labor Organization; Workers' Education; Labor Statistics; Cooperative Movements; Minimum Wage.

Friday evenings, 8 o'clock.

Lecturers: Mr. JOHN GREY, University of Minnesota; Rev. Dr. JOHN RYAN, Catholic University of America; Mr. PAUL BRISSENDEN, Department of Labor; Mr. LEIFUR MAGNUSSON, Department of Labor; Mr. CARL HOOKSTADT, Department of Labor.

(*Continued on page 7*)

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Convention Doings, Etc.

(*Continued from page* 3)

Delegate RYAN, New York City, No. 4)—

Expressing the sense of the Convention that the law passed by Congress in 1909 limiting the salary of laborers in the federal service to $840 per annum is unjust and oppressive, inasmuch as that amount is not sufficient at the present time, and was not at the time of passage of the law, to maintain an American standard of living, and that the National Officers should do all in their power to secure the repeal of this law.

Resolution No. 102 (introduced by Delegate ALDRICH, New York City, No. 4)—

Urging that the Convention go on record as favoring pensions to veterans of the War with Spain and of the Philippine insurrection and the Boxer War, and that therefore it support H. R. 2, introduced by Representative Sells.

Resolution No. 119 (introduced by Delegate HINES, Leavenworth, No. 49)—

Instructing the Executive Council to use every effort to the end that the law be repealed which allows enlisted men in the U. S. Army to fill vacancies made by civilian employees leaving the service.

The Death of John Mitchell

The following resolution expressive of the sense of the Convention was unanimously adopted on motion of Delegates LEAVITT and LYMAN (Vallejo, No. 76), and others:

"WHEREAS, It has pleased the Almighty Father to call from his labors our brother, JOHN MITCHELL, who had devoted his life and work to the labor movement and the improvement of the condition of his fellow men; and

"WHEREAS, In his death the labor movement has lost one of its most devoted friends and earnest workers; therefore, be it

"RESOLVED, That the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, in convention assembled at San Francisco, California, expresses its heartfelt sympathy and deep regret for his loss; and be it further

"RESOLVED, That a copy of these resolutions be spread on the minutes of this meeting and a copy be sent to the American Federation of Labor at Washington, D. C."

How brilliant soever an action may be, it ought not to pass for *great* when it is not the effect of great design.—*De la Rochefoucault.*

Favors Joint Bargaining

Senator Capper tells Federal Employees that, as employer, he deals with Unions. New Officers of Local No. 2 installed.

THAT HE was an advocate of collective bargaining and had dealt with union labor for many years was the statement of Senator Capper, of Kansas, who addressed members of Federal Employees Union No. 2 at the quarterly meeting for the installation of officers, held in Pythian Hall Friday evening, October 25.

BIG QUESTIONS AS VIEWED BY SENATOR CAPPER

Senator Capper spoke of the measures now before Congress which seemed to him of special significance to all the people. Relatively few of the thousands of bills introduced were really important, he thought. He favored suffrage for the District of Columbia. He considered cooperative enterprise on the part of both producers and consumers as fundamental, and pointed out that he had introduced the bill, prepared after conference with the Federal Employees Union, providing for the establishment of cooperative enterprises in the District of Columbia. He was strongly in favor of the Kenyon bill to control the packers.

Speaking of measures in which government employees were especially interested, Senator Capper said he favoted both the retirement bill and the Nolan bill and would do whatever he could to expedite their passage.

In this, as in all matters, he urged patience and orderly procedure, arousing the enthusiasm of the audience by his eloquent statement of the needs for constructive Americanism.

REVIEW OF THE YEAR BY PRESIDENT RYAN

W. Carson Ryan, Jr., the retiring president of the local, reviewed the reclassification situation from the point of view of the employees, discussed current problems of the organization, such as machinery for collection of dues, the weekly magazine, etc., and closed with an appeal to Federal Employees Unions to stand by the organized labor movement at this critical juncture.

INSTALLATION OF OFFICERS FOR THE COMING YEAR

Officers were installed for the coming year, as follows: *President,* JOHN S. BEACH, Interior Department; *First Vice-president,* J. C. BLACKWELL, War Department; *Second Vice-president,* DR. P. G. AGNEW, Bureau of Standards; *Third Vice-president,* T. R. MANNING, Interior Department; *Fourth Vice-president,* MRS. LUELLA G. POINDEXTER, War Risk Insurance Bureau; *Fifth Vice-president,* MRS. ADELE C. GUTHRIDGE, Department of Agriculture; *Secretary-Treasurer,* VAN A. ZAHN, Treasury Department; *Recorder,* MRS. HILDA GRAFF, Department of Agriculture; *Guardian,* HARRY J. MCGOWAN, Government Printing Office.

In his inaugural address President Beach outlined some features of a program for the coming year. He emphasized the necessity for close relations with other civic bodies and participation by members of the union in the newly established cooperative enterprises.

In addition to the regularly elected officers of the union, eighty members of the incoming board of representatives were installed.

On motion of Brother Starr, seconded by J. C. Blackwell and others, the candidacy of R. H. Alcorn for membership on the new Ball Rent Commission was unanimously indorsed.

Dancing followed the business meeting.

Teachers Uniting

In line with the teachers of Kansas City, Mo., grade public schools teachers of Denver have followed high-school teachers and organized an affiliate of the American Federation of Teachers, which is affiliated to the American Federation of Labor.

REPRESENTATIVES AND COLLECTORS WANTED BY FEDERAL EMPLOYEES UNION NO. 2

This Union is on the eve of a big membership campaign, which we shall be unable to conduct successfully unless the Union is properly represented in every office throughout the service.

Anyone willing to take up this work should apply in person or by letter to

VAN A. ZAHN,
Secretary-Treasurer.
1423 New York Avenue N. W. (Second Floor)

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Discharge of Employees Without Notice

IN VIEW of the fact that government employees, in various branches of the service, are constantly being discharged without notice, a resolution on the subject adopted by the San Francisco Convention is of timely interest. The plea is made by certain officials that the employees affected are on the temporary roll, and that therefore no notice is necessary. This position may be in accord with the letter of the law but, after all is said, the Government is left in the unenviable position of dealing with its employees on a distinctly lower plane with regard to justice and fair treatment than that occupied by even the average private business establishment.

Resolution No. 92 (introduced by Delegate ALDRICH, *New York City, No. 4), unanimously adopted by the Third Annual Convention of the* NATIONAL FEDERATION OF FEDERAL EMPLOYEES:

WHEREAS, *The government service is a more or less specialized service, and is really in the various departments a craft, or a profession, therefore be it*

Resolved, That thirty days notice of discharge, furlough, or placing on the inactive list should be allowed, over and above all leave with pay coming to them, to all civil service employees who are not dismissed on charges, and that one-half of this period be allowed them as special leave to seek for other work.

There is a strong and growing demand, accentuated by recent wholesale removals without notice of employees in Washington, that the matter be pressed on the attention of department heads, and, if necessary, carried to the President and Congress.

Departmental Branch Elections, Local No. 2

INTERIOR DEPARTMENT BRANCH

At the regular election in the Interior Department Branch held recently the following named persons were elected members of the Board of Representatives from that branch for the term of one year, beginning in November:

PENSION OFFICES Ulrey J. Biller, J. Q. A. Braden, Allen Bussius, S. L. Hoover, J. O. Roberts, L. B. Stine.

ST. ELIZABETH'S HOSPITAL: George Baxter, Richard Bennet, James England, Dr. Silk, E. H. Weisbrod.

PATENT OFFICE: A. D. Adams, W. F. Avery, Miss M. K. Saunders, L. W. Worrell.

GEOLOGICAL SURVEY: W. C. Mendenhall, O. H. Rynex.

GENERAL LAND OFFICE: Miss F. N. Osburn, W. T. Paine.

SECRETARY'S OFFICE: H. I. Brackett, George A. Warren.

BUREAU OF EDUCATION: William R. Hood.

BUREAU OF MINES: James R. Jones.

INDIAN OFFICE: J. B. O'Neill.

DEPARTMENT OF AGRICULTURE BRANCH

The result of the recent election of officers in the Department of Agriculture Branch of Federal Employees Union No. 2 was announced at the monthly meeting of the branch held on October 16, as follows:

President, W. H. CONWAY.

Vice-President, DR. L. F. KEBLER.

Secretary, MRS. LILLIAN MCGREGOR.

Guardian, F. C. LUCAS.

The membership in this branch has quadrupled since the first of January, 1919, at which date it numbered about 600 persons, while on the first of October more than 2,400 members were in good standing; and others are fast falling in line.

The branch is a live, hustling one, and its meetings are well attended. At the recent meeting a committee was appointed to look into the feasibility of establishing a cooperative store for the department's employees.

PROMISING NEW UNION IN SOUTH BALTIMORE, MARYLAND

On October 10 a new local (No. 147) was organized among the employees of the United States Coast Guard at South Baltimore, Maryland. At a later meeting the membership was increased by about one-third. National President Luther C. Steward and Secretary-Treasurer E. J. Newmyer were present and talked of matters pertaining to the good of the organization. National Vice-president Chas. L. Wiegand of the Baltimore Local did the preliminary work which resulted in bringing into the fold our South Baltimore brethren. The president of the newly formed local is James E. Corprew, and the secretary, Albert T. Marvel.

Trade Union College Here

(*Continued from page* 5)

TEMPORARY OFFICERS

President, ARCHIE E. LUTHER, District No. 44, International Association of Machinists; Vice-president, R. W. TURNER, Machinists Local No. 174; Secretary, Mrs. ANNIE R. HALE; Acting Secretary, CHAS. F. FOSTER, Pattern Makers Association; Treasurer, Mrs. BEATRICE STICKEL, Federal Employees Union No. 105; Registrar, MARY C. DENT, Grade Teachers Union.

Family Needs of Government Workers, $2,200

FOR THE use of the Joint Congressional Commission on Reclassification of Civil Service Salaries, Dr. Royal Meeker, U. S. Commissioner of Labor Statistics, has compiled a family budget showing the minimum cost of a "health and decency standard of living" in Washington for the typical family of five.

The cost of the same standard of living for a single woman, as ascertained by the Bureau of Labor Statistics, is $1,083 a year; for a single man, $1,000. Dr. Meeker itemizes the family budget as follows:

Food		$773.93
Clothing		
Husband	$121.16	
Wife	166.46	
Boy (11 yrs.)	96.60	
Girl (5 yrs.)	82.50	
Boy (3 yrs.)	47.00	513.72
Housing, fuel and light		428.00
Miscellaneous		546.82
Total		$2,262.47

That this is actually an irreducible minimum is urged by officers of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, who cite such items in the budget as an allowance of 1¼ quarts of milk per day for three little children; 1½ pairs of shoes per year for the father of the family, and one winter union suit each per year for father and mother. Other items in the budget are similarly meager as to quantity.

The cost of the budget, Dr. Meeker states, is based upon the actual price of food, clothing, rent and fuel in Washington at the present time.

Educational Committee: R. E. Smith, Chairman, Pattern Makers Association; Cora McCarty, Grade Teachers Union; O. S. Beyer, Jr., Federal Employees Union No. 2; Clara Mortenson, National Women's Trade Union League; Elizabeth Hayden, National Women's Trade Union League; George A. Warren, Federal Employees Union No. 2; Mrs. Annie R. Hale; Mary C. Dent, Grade Teachers Union.

Organization Committee: Wm. N. Huttel, Chairman, Machinists Local No. 174; Thomas McGilton, Painters Local No. 368.

Publicity Committee: C. V. Lewis, Chairman, Metal Trades Council; A. H. Dolan, Molders Local No. 205; Weldon N. Rawley, Brotherhood of Carpenters and Joiners, Local No. 132; William Dent, Plasterers Union; J. W. Starr, Central Labor Union.

Admission.—The course will be open to all trade unionists and their families.

Enrollment.—At Room 403, 1423 New York Avenue, between 4 and 6 p. m. and 8 and 9 p. m., from November 3 to November 8, inclusive.

Fees.—$2.50 per course.

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Women Discriminated Against in Civil Service

IMPORTANT RESULTS OF WOMAN'S BUREAU INVESTIGATIONS

WOMEN were barred from 60 per cent of the government positions for which examinations were held in the first six months of 1919, according to an official report made public a few days ago by the Woman's Bureau of the U. S. Department of Labor. This statement covers examinations for 260 different types of positions, *exclusive* of manufacturing and mechanical positions in the ordnance factories, quartermaster depots and navy yards, and *exclusive* of unskilled labor.

According to the report women were not allowed to compete for 16 per cent of the clerical positions.

The complete report, which will be made within a few weeks, it is stated by Miss Mary Anderson, director of the Woman's Bureau, covers investigations which have been in progress for a month past, and are being extended in response to a request from the NATIONAL FEDERATION OF FEDERAL EMPLOYEES in a resolution adopted at the recent convention of the Federation at San Francisco, calling upon the Woman's Bureau to make a thorough study of all the conditions of employment of women in the federal civil service, especially with reference to the disparity between women's opportunities for appointment, promotion, and rates of pay as compared with men.

The second and larger section of the report will consist of an analysis of the salary scale of women in the government service, the requirements of the positions they fill, and the specific inequalities in the pay they receive.

Miss Anderson announces that the report will be placed at the service of the Reclassification Commission for the Civil Service, for the especial use of its advisory committees on employment policies and wages.

NEITHER RULE NOR LAW JUSTIFIES PRESENT PRACTICE

Although from the civil service law of 1870 "has sprung the custom of opening examinations or closing them to either sex at the discretion of the head of any department," there is neither rule nor law for such action, the report states. The 1870 statute reads:

Sec. 165. Women may, *in the discretion of the head of any department*, be appointed to any of the clerkships therein authorized by law, upon the same requisites and conditions, and with the same compensation, as are prescribed for men. (R. S., Act of July 12, 1870.) The Civil Service Rule requires that "Certifications shall be made without regard to sex unless sex is specified in the request."

It is the practice of the Civil Service Commission, however, as indicated by a clause in all examination announcements, to use the registers from special examinations "to fill vacancies in this and *other positions requiring similar qualifications* in the departmental service as they may from time to time occur." Therefore, the report points out—

Barring women or men from any examination bars them not only from the special occupation for which the examination is given, but from all kindred occupations. All other bureaus which may require services of the same or like quality as those specified in the examination are confined to a register made up exclusively of one sex when the opposite sex might be as acceptable or preferable; or they must ask for a special examination in which no sex line is drawn; or they must seek the woman or man desired among those already in the government services. The bureau asking for the examination in the first instance may, without question, require the services of men only or women only, but by closing the examination to either sex, all other bureaus are restricted in the choice of service or forced to call for special examination entailing an additional expenditure of time and money.

POSITIONS FROM WHICH WOMEN ARE NOW BARRED

The types of government positions from which women were excluded in the first six months of 1919 and the proportional number of instances in which they were not allowed to compete were:

Position	*Per cent*
Clerical service	15.9
Managerial and other expert office service	25.0
Miscellaneous professional service (editorial work, teaching and nursing)	30.0
Mechanical and manufacturing service	87.0
Domestic, reformatory and rural service	83.0
Economic and sociological service	100.0
Biological science	61.5
Physical science	64.5
Medical science	75.0
Engineering	67.5

Total No. types of position, 260.

Total No. types of position barred to women, 155.

With 7 exceptions, or less than 3 per cent, all other examinations during the same period were open to men and women both.

THE OUTSIDE FIELD VERSUS THE GOVERNMENT SERVICE

More than 800,000 women are employed in scientific or professional pursuits outside the government service, according to the report, more than two million women are working in private manufacturing and mechanical establishments, and over 600,000 are in clerical occupations in private employ. Therefore, the report suggests, the question naturally arises as to what is the character of the government work in which women are not allowed to participate, and the detailed analysis of this phase, with wages paid, will be the subject of the forthcoming second section of the report.

Executive Council to Meet November 10

National President Luther C. Steward has sent out a call for what promises to be a very busy meeting of the Executive Council of our National Federation, which is to be held at N. F. F. E. headquarters, beginning Monday, November 10.

The call reads, in part:

There are many matters of importance to be considered at this time as the result of action taken by our recent annual convention.

The legislative program for the December session of Congress should be definitely outlined, and the program of the national organization for the period extending to the 1920 convention should be formulated.

I deem it also highly important that the Council should in full session consider the form in which the insurance propositions submitted at San Francisco should be presented to the locals for consideration and vote.

It is highly important that we have a 100 per cent attendance, and each member is urged to arrange matters so as to be able to remain in attendance until all business is disposed of.

Reception to Vice-President McNally by Philadelphia Local

A reception to the recently elected Eighth Vice-president of our National Federation, Miss Gertrude M. McNally, of Washington, D. C., was given by the Federal Employees Union of Philadelphia (Local No. 23) at the Parkway Building on Friday evening, October 24, at the close of the regular business meeting. About 600 members were present. Refreshments and dancing followed.

All the hogs are not in cold storage. —*Washington Post.*

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THE FEDERAL EMPLOYEE

OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES

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NOVEMBER 8 1919

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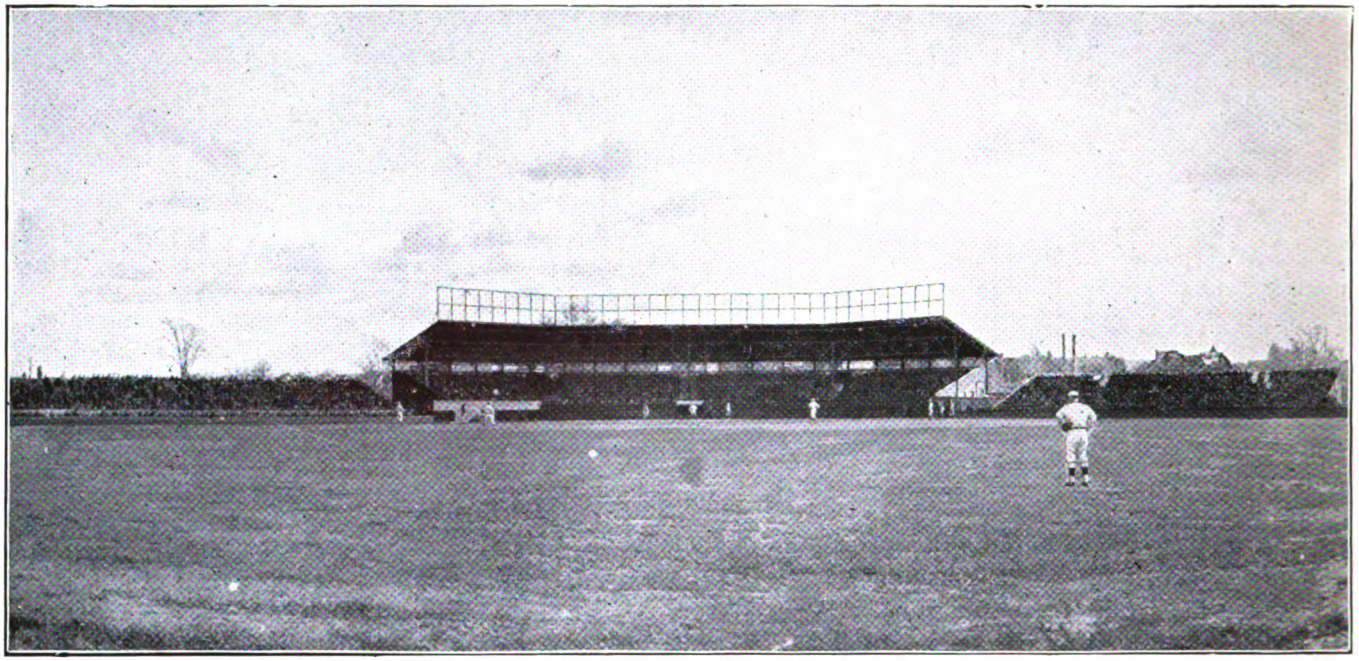

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The FEDERAL EMPLOYEE

A Magazine for Government Workers

VOLUME IV NOVEMBER 8, 1919 No. 22

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FEDERAL EMPLOYEE

Vol. IV NOVEMBER 8, 1919 No. 22

More About the Convention

The proceedings of the Third Annual Convention of the National Federation of Federal Employees have a direct bearing on the vital interests of all government employees and should receive their careful scrutiny. Below will be found a comprehensive summary of what was done, not slighting altogether what was said, at the San Francisco meeting.

NOTE.—The issue of THE FEDERAL EMPLOYEE of October 11 contained a preliminary report of the proceedings of the Convention, including the list of delegates and of the members of the regular committees, which should be read in connection with the more detailed account of the proceedings which follows.—EDITOR.

First Day—Monday, September 8

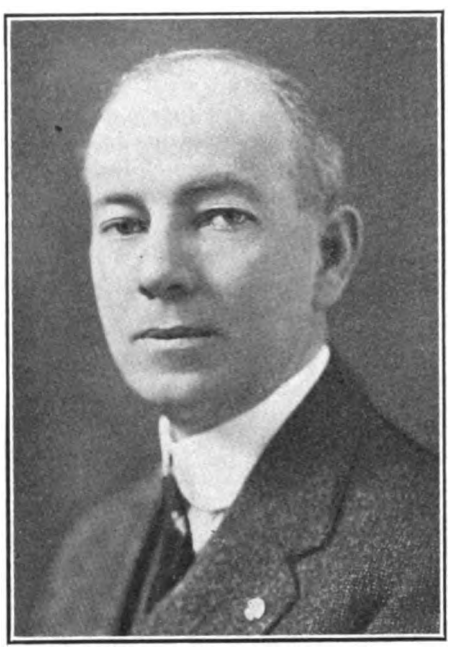
THE THIRD Annual Convention of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES was called to order by the President, LUTHER C. STEWARD, in a hall in the Auditorium, San Francisco, at 9.30 a. m. Secretary-Treasurer E. J. NEWMYER, was also at his post.

The delegates, rising, joined in singing the National Anthem.

Mayor James E. Rolph extended to the officers and delegates a cordial welcome to the City of San Francisco. Appropriate response was made by President Steward in behalf of the National Federation.

The Convention was addressed also by President William T. Bonsor, of the San Francisco Labor Council and Secretary John A. O'Connell, of the same organization; by Mr. John D. Hynes, of the Board of Supervisors of San Francisco; and by Brother Trevoir, of the National Association of Letter Carriers.

Communications were read from Governor William D. Stephens, of California, Representative John I. Nolan, Secretary Thomas F. Flaherty, of the National Federation of Postal Employees; President E. J. Gainor, of the National Association of Letter Carriers, and President E. J. Ryan, of the Railway Mail Association, expressing regret at their inability to attend the sessions of the Convention.



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PRESIDENT LUTHER C. STEWARD

Greetings were received from President D. A. Curran, of the Cleveland Local (No. 73), and President John C. Lappin, of the Wichita Local (No. 106).

It was suggested that Local No. 1 designate a representative to serve as Sergeant-at-Arms of the Convention and Delegate BERRYESSA was chosen for the office.

As stated in our issue of October 11, a telegram was sent to the United States Senate urging the prompt passage by that body of the Nolan Minimum Wage bill.

The President having announced that he would read the committee assignments in accordance with the provisions of the constitution, Delegate EBEY (Chicago, No. 27) moved that the Committees on Resolutions, Constitution, and Legislation be elected by the Convention.

After discussion participated in by Delegates EBEY (Chicago, No. 27), FITZGERALD (New York City, No. 4), ALDRICH (New York City, No. 4), and HEIL (St. Louis, No. 24), in favor of the motion, and MAYO (New Orleans, No. 22), ZAHN (Washington No. 2), and LEAVITT (Vallejo, No. 76) in opposition thereto, Delegate BROWN (Vallejo, No. 76) moved as a substitute that the delegates give to the President by the beginning of the afternoon session the names of the members of their respective delegations whom they consider best suited for committee work—one for each committee—the committees to be appointed by the President from the nominations thus made and submitted to the Convention for its approval.

Delegate BISCHOFF (San Diego, No. 63), announced himself as strongly opposed to any change in the method of appointment of committees as provided for in the Constitution.

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The substitute offered by Delegate BROWN (Vallejo, No. 76), was defeated—Yeas, 41; Nays, 49.

The motion of Delegate EBEY, providing for the election of the Committees on Constitution, Resolutions, and Legislation by the Convention, instead of their appointment by the President, was then adopted, on a division—Yeas, 37; Nays, 35.

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FIRST VICE-PRESIDENT WILLIAM E. JUNKER

In accordance with a previous decision of the Convention, at the opening of the afternoon session representatives of two insurance companies —the Chicago Bonding and Trust Company and the National Federation Insurance Association were accorded the floor to present various propositions of insurance to the delegates. Messrs. Miller and McCormick submitted the plan of the Chicago Bonding and Trust Company and Mr. Edward Brashears that of the National Federation Insurance Association. Later in the day the insurance question was the subject of a full and free discussion between the delegates and the representatives of the insurance companies.

(Subsequently it was ordered that the question of the adoption of an insurance plan for our organization should be submitted by referendum to the locals).

On motion of Delegate SAAL (New York City, No. 4), at the suggestion of Delegate ETHERIDGE (Chilocco, No. 46), it was ordered that the privilege of the floor, without vote, be extended to the national officers attending the Convention without credentials as delegates; also to the Editor of THE FEDERAL EMPLOYEE.

At the close of the night session, on motion of Delegate HARRIS (New Orleans, No. 22), adjournment was taken until Wednesday, September 10, at 9.30 a. m., in recognition of Tuesday, September 9, being the 69th anniversary of the admission of the State of California into the Union.

Second Day—Wednesday, Sept. 10

The Convention was called to order by President STEWARD at 9.30 a. m.

Greetings from the American Federation of Teachers and the Third and Fourth Class Postmasters of California were read.

A telegram from the New York Local, urging that President Gompers of the American Federation of Labor be asked to name at least one member of our National Federation as a delegate to the Industrial Conference called by the President of the United States, to meet October 5, was presented by Delegate VIELE from that local.

On motion of Delegate VIELE, seconded by Delegate COUCH (Brownsville, No. 35), the foregoing action was approved, and President STEWARD was instructed so to advise President Gompers.

Delegate SIBRAY (Pittsburgh, No. 66) moved that the Convention and the Committee on Constitution be authorized to consider all amendments offered to the constitution without regard to such amendments having been laid before the various locals thirty days in advance of the meeting of the Convention.

Seconded by Delegate FLEMING (Tacoma, No. 9).

Delegate SIBRAY's motion was the subject of considerable debate, in which, in addition to the mover, Delegates EBEY (Chicago, No. 27), ZAHN (Washington, No. 2), HARRIS (New Orleans, No. 22), FITZGERALD (New York City, No. 4), WATKINS (San Francisco, No. 1), COUCH (Brownsville, No. 35), GRIFFITH (El Paso, No. 39), BLASSINGHAM (Washington, No. 2), and PEABODY (San Francisco, No. 1) supported the resolution, while Delegates CLOUD (Philadelphia, No. 23) and WEMPE (Balboa Heights, No. 6) spoke in opposition to it.

At the close of the discussion the Convention unanimously adopted Delegate SIBRAY's motion.

On motion of Delegate CLOUD (Philadelphia, No. 23), seconded by Delegate MCNALLY (Washington, No. 105), the President was requested to read to the Convention the reports of the National Officers for the preceding year, and this procedure was followed.

It was ordered on motion of Delegate ETHERIDGE (Chilocco, No. 46), seconded by Delegate LEAVITT (Vallejo, No. 76) that the recommendations in the foregoing reports be referred to the standing committees charged with the consideration of the general subject-matter to which they refer.

At the conclusion of the reading of the reports by the President—

Delegate SIBRAY (Pittsburgh, No. 66): "I believe that the delegates here all agree with me that the report of the President has been elucidating and is really magnificent. It is a piece of workmanship which we surely all appreciate, and I desire now to move that we extend to the President a rising vote of thanks in token of our appreciation."

NUMEROUS VOICES: "Second the motion."

Delegate SIBRAY: "And in order, Mr. Chairman, not to embarrass the President in placing the motion, inasmuch as it is to him that we are extending thanks, I shall take the liberty of asking all who wish to vote in this matter to stand."

(All members signified their thanks to the President by rising.)

THE PRESIDENT: "I thank you That is what the President is supposed to do—make a report. It is part of the day's work."

Delegate WEMPE (Balboa Heights, No. 6): "In reference to the part of the report providing for cooperation

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SECOND VICE-PRESIDENT MARTIN J. LEONARD

with the Letter Carriers and other organizations of federal employees under the American Federation of Labor, I would like to have information as to whether or not consideration has been given to the formation of a department under the American Federation of Labor of all the federal employees, with a view of creating a more central organization with greater power and with representatives at Washington."

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THE PRESIDENT: "In answer to the inquiry of Delegate WEMPE the Chair desires to state that this matter has been discussed between a good many of the National Officers of the four affiliated government organizations, both at the last two Conventions of the American Federation of Labor, and on other occasions. There is considerable favorable sentiment in this

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THIRD VICE-PRESIDENT FLORENCE ETHERIDGE

direction on the part of the officers of the Railway Mail Association and the National Federation of Postoffice Clerks as well as on the part of the National Officers of our own organization. The feeling, however, is not so well developed in the National Association of Letter Carriers. Some of their National Officers are not willing to go quite as far as are the other three affiliated organizations. We feel, however, that we are making progress informally by working together, becoming better acquainted, and pooling issues whenever possible. This is not a matter than can be forced. It has to develop, to be developed slowly by establishing a close voluntary bond. We are very hopeful that such an arrangement can be perfected in the future. I feel that some progress towards that end has been accomplished during the last year."

Chairman RYAN (Washington, No. 2) of Committee on Education: "At a meeting yesterday the committee had before it a resolution to the following effect: 'That this Convention respectfully urge upon the proper authorities the desirability of issuing to every member of our organization a copy of the weekly publication, THE FEDERAL EMPLOYEE, as an incident of membership, free of additional charge, and request that effective steps be taken to that end as soon as possible.' The committee unanimously favored the resolution, with the proviso that the publication can be made to pay its way. I therefore move the adoption of the resolution."

A VOICE: "I second the motion."

A long discussion relative to the official magazine, THE FEDERAL EMPLOYEE, participated in by the President, Delegates BERRYESSA (San Francisco, No. 1), CRAMER (Kansas City, No. 29), ALDRICH (New York City, No. 4), WEMPE (Balboa Heights, No. 6), and BROWN (Vallejo, No. 76), and Editor GURLEY then took place, at the conclusion of which Delegate RYAN withdrew his resolution for the further consideration of the Committee on Education. [Inasmuch as the future status of THE FEDERAL EMPLOYEE is to be submitted by referendum to the entire Federation, with full data on the subject, it seems hardly necessary to reproduce at this time the discussion above referred to.—Editor.]

Chairman VIELE (New York City, No. 4) then announced that he was prepared to submit a partial report from the Committee on Resolutions.

The first resolution presented from the committee, with the recommendation that it be adopted was—

Resolution No. 52 (introduced by Delegates SCULLY and WATKINS (San Francisco, No. 1)—

Requesting the Surgeon General of the United States Public Health Service to reduce the hours of the engineers and firemen employed on the U. S. Quarantine Tugboat *Argonaut* at the Port of San Francisco, California, to eight hours in twenty-four with Sundays off; that when necessarily required to work on Sundays another day be given in lieu thereof; that such employees be allowed thirty days annual leave with pay; and that the pay of such employees be made to conform to the union scale prevailing at the Port of San Francisco. Also, to grant relief in the matter of hours of labor and compensation to the deckhands employed in the same service at the same port.

The foregoing resolution was adopted after being amended on motion of Delegate NAGL (Chicago, No. 27), seconded by Delegate FLEMING (Tacoma, No. 9), to include all vessels of the same service in all ports of the United States.

Chairman VIELE then reported—

Resolution No. 60 (introduced by Delegate ALLEN, Dover No. 99)—

Providing "that the NATIONAL FEDERATION OF FEDERAL EMPLOYEE take the stand for a 44-hour week the year round."

Chairman VIELE, referring to the above: "We have disapproved this resolution because of the fact that it evidently refers to the half-holiday on Saturday, which will be covered by another resolution, and for the further and more vital fact that this resolution tends to increase, or would increase, the working hours of the clerical force in all departments one hour a day. In other words, it is the Borland amendment in another form. Therefore we have recommended the disapproval of this resolution."

The report of the committee was adopted.

Referring to Resolutions Nos. 35, 76, and 63, all bearing on the same subject, Chairman VIELE stated that the committee had decided to recommend for adoption—

Resolution No. 35 (introduced by Delegates BERRYESSA, HUTCHINSON, and WATKINS, San Francisco, No. 1):

WHEREAS, Certain employees of the United States are granted thirty days annual leave, with pay, and others only fifteen days; therefore, be it

RESOLVED, That the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, in Third Annual Convention assembled at San Francisco, California, protest against this discrimination, and hereby instruct the Executive Council to prepare such legislation that will secure to all employees thirty days annual leave, with pay, in each calendar year, as a right, not a privilege; and, be it further

FOURTH VICE-PRESIDENT CHARLES F. HUTCHINSON

RESOLVED, That in all cases where employees cannot be allowed their full thirty days annual leave, with pay, in each calendar year, on account of the exigencies of the service, they be paid double time for that portion of their thirty days annual leave during which they are required to continue at their duties.

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The report of the committee was adopted.

Resolution No. 23 (introduced by Delegate VALE, Galveston, No. 33), was reported from the same committee with the modification that the resolution should not be construed to cover any illness caused by the employee's own immoral or vicious acts or habits, and that the resolution be referred to the Executive Council for appropriate action. This resolution provides "that

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FIFTH VICE-PRESIDENT CHARLES F. NAGL

employees of the Federal Government in the classified civil service may be permitted to enjoy the benefits of the United States Public Health Service as to free medical attention and hospital treatment at places where available."

Delegates LEAVITT (Vallejo, No. 76), and MAYO (New Orleans, No. 22), while approving in general the committee's recommendation, took exception to the proposed modification of the original resolution, asking who is to be the judge in such cases?

Delegate DANNELLEY (Laredo, No. 36), offered an amendment, seconded by Delegate DAVIE (Bremerton, No. 93), that treatment be accorded free to the women and children of the families of federal employees by the U. S. Public Health Service.

After considerable discussion of this amendment, in which Delegates WEMPE (Balboa Heights, No. 6), NAGL (Chicago, No. 27), COUCH (Brownsville, No. 35), BILLER (Washington, No. 2), CRAMER (Kansas City, No. 29), and the PRESIDENT took part, the Convention seemingly reached the conclusion that the proposition embodied in the resolution was not practicable, and, on motion of Delegate FLEMING (Tacoma, No. 9), seconded by Delegate CRAMER, the resolution was laid on the table.

Chairman HINES (Leavenworth, No. 49) then submitted a partial report from the Committee on Organization and Adjustment.

Resolution No. 31 (introduced by Delegates PEABODY, BERRYESSA, HUTCHINSON, and WATKINS, San Francisco, No. 1), was reported with the recommendation that it be non-concurred in. This resolution provides that the Executive Council shall assess the entire membership, proceeds of such assessment to be set aside as a Convention Fund, to be used for payment of expenses of delegates to and from national conventions; and that each local be instructed to send a delegate or delegates to every convention.

The report of the committee was adopted.

With reference to—

Resolution No. 37 (introduced by Delegates BERRYESSA, HUTCHINSON, and WATKINS, San Francisco, No. 1)—

Providing that efforts be made to secure a lower premium rate on personal bonds which employees of the U. S. Mint at San Francisco have to furnish, in view of the present excessive premium rates they are required to pay by bonding companies.

The committee recommended the adoption of the following substitute:

"RESOLVED, That the Executive Council be instructed to take up this matter with the director of the mint, R. T. Baker, and ascertain if there is any bonding company acceptable to the Treasury Department having a lower rate of premium than the company now submitting applications."

The report of the committee was adopted.

Chairman HINES reported the following resolution (introduced by Delegate MCCORMICK, Hingham, No. 51):

Resolution No. 67:

"WHEREAS, the N. F. F. E. jurisdiction is limited to certain employees; therefore be it

"RESOLVED, That jurisdiction be granted over all federal employees exclusive of postal employees and railroad employees"—

with an amendment adding to said resolution: "BE IT FURTHER RESOLVED, That the delegates to the A. F. of L. Convention be instructed to present a resolution on this subject to that convention."

After the PRESIDENT and Delegates WEMPE (Balboa Heights, No. 6) and FLEMING (Tacoma, No. 9) had pointed out reasons that, in their judgment, rendered the passage of the pending resolution exceedingly unadvisable, on motion of Delegate FLEMING, seconded by Delegate TAYLOR (Washington, No. 71), it was laid on the table.

The Committee on Organization and Adjustment through Chairman HINES also submitted, with a recommendation that it be non-concurred in—

Resolution No. 78 (introduced by Delegate SAAL New York City, No. 4)—

Calling attention to the fact that a number of resolutions introduced by the New York delegation and passed at the last annual convention had not been acted upon, and urging that the National Office be instructed to take up each of these matters and if possible secure adjustment of the grievances therein set forth without further delay.

The foregoing resolution gave rise to considerable debate, in the course of which Delegates LEAVITT (Vallejo, No. 76), MCNALLY (Washington, No. 105), TAYLOR (Washington, No. 71), WEMPE (Balboa Heights, No. 6), and BISCHOFF (San Diego, No. 63), supported the action of the committee, while Delegates FITZGERALD, ALDRICH, and RYAN (all of New York City, No. 4), opposed it.

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SIXTH VICE-PRESIDENT S. TYSON KINSELL

A motion of Delegate SIBRAY (Pittsburgh, No. 66) to re-refer the pending resolution to the Committee on Organization and Adjustment was defeated; Yeas, 19; Nays, 27.

The report of the committee was then adopted.

Chairman HUTCHINSON (San Francisco, No. 1), of the Committee on

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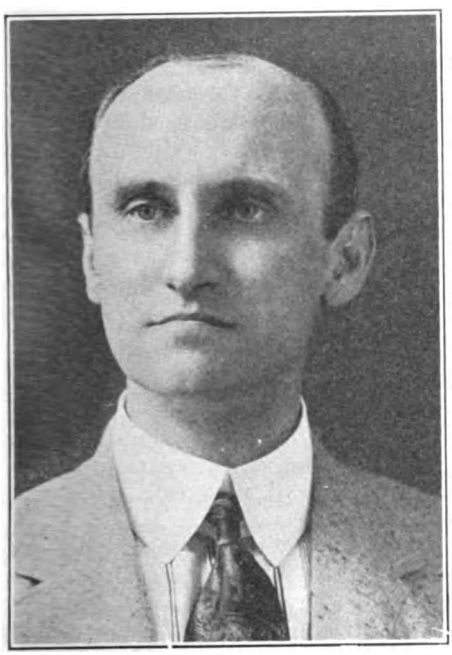
Publicity reported favorably from that committee—

Resolution No. 112 (introduced by Delegates RYAN, POINDEXTER, and others (Washington, No. 2), and GRAY, BIRCKHEAD, and others (Washington, No. 105)—

Recommending that the Executive Council make a special study of the question of additional locals being granted charters in Washington, D. C., and report at the next annual convention with an appropriate amendment to the constitution if found necessary.



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SEVENTH VICE-PRESIDENT CHARLES L. WIEGAND

The report of the committee was adopted.

Chairman HUTCHINSON also submitted, with a recommendation for non-concurrence—

Resolution No. 55 (introduced by Delegate COUCH (Brownsville, No. 35)—

Instructing the National Officers to take up with the American Federation of Labor the matter of sanctioning "requests of various and sundry other unions in all walks of life, for financial and moral support," such requests when so approved to receive official approval from the officers of our National Federation before being presented to the various locals for their final action.

On motion of Chairman HUTCHINSON, seconded by Delegate TAYLOR (Washington, No. 71) the recommendation of the committee, that the foregoing resolution be non-concurred in, was approved.

Chairman HUTCHINSON submitted the following resolution (introduced by Delegate COUCH), with the recommendation that it be adopted subject to amendment, as below:

Resolution No. 48—

Instructing the Executive Council to place on the Federation's legislative program next after the Nolan bill, general salary increase measures, and reclassification legislation the enactment of legislation "granting civil service employees the right of a hearing and the right to an appeal from the judgment of officials in cases involving demotion or dismissal and preclusion from further service with the Federal Government."

The committee amendment provided that the Executive Council be instructed to use every effort to have enacted legislation properly covering the matter dealt with in the foregoing resolution.

On motion of Chairman HUTCHINSON, seconded by Delegate TAYLOR, the report of the committee was adopted.

The committee, through Chairman HUTCHINSON, recommended non-concurrence in—

Resolution No. 49 (introduced by Delegate COUCH)—

Creating a standing Grievance Committee of the National Federation and prescribing its constitution and duties and the method of defraying the salaries and expenses of its members.

On motion of the chairman of the committee, seconded by Delegate BLADES (El Paso, No. 39), and several other delegates, the report of the committee was adopted.

After discussion participated in by a number of delegates it was ordered, on motion of Chairman HUTCHINSON, seconded by Delegate COUCH, that the Committee on Magazine be included in the Committee on Education.

Chairman VIELE (New York City, No. 4), from Committee on Resolutions reported with favorable recommendation two resolutions, as follows:

Resolution No. 3 (introduced by Delegate GRADY, Portland, No. 7)—

Urging the necessity of having three lighthouse keepers at certain lighthouses where only two are now stationed, in order that each will be required to work only eight hours a day instead of twelve hours (including Sundays and holidays) as at present.

Resolution No. 17 (introduced by Delegate MAYO, New Orleans, No. 22)—

Calling for relief to storekeepers of the Internal Revenue Service, who work excessive overtime without pay therefor same and are employed at a per diem rate, thereby being deprived of the privilege of annual and sick leave; and stating that there is no established rule regulating promotions in that department.

On motion of Chairman VIELE, seconded by Delegate LEAVITT (Vallejo, No. 76), the report of the committee on the foregoing resolutions (Nos. 3 and 17) was adopted.

Chairman VIELE recommended the adoption of—

Resolution No. 39 (introduced by Delegates BERRYESSA, HUTCHINSON, and WATKINS, San Francisco, No. 1)—

Instructing the Executive Council to discuss with the proper authorities the matter of giving employment in other departments, in preference to non-civil service employees, to a large number of storekeeper-gaugers of the Internal Revenue Service who were recently placed on the unassigned list owing to the passage of the Prohibition Act.

On motion of the chairman, seconded by Delegate FLEMING (Tacoma, No. 9), the report of the committee was adopted.

Resolution No. 4 (introduced by Delegate GRADY, Portland, No. 7) was approved by the committee, with the recommendation that it be referred to the Executive Council for action, and the report of the committee was adopted on motion of Chairman VIELE, seconded by Delegate VALE (Galveston, No. 33). This resolution provides that certain officers and employees of class "A" ocean steamers shall receive higher rates of pay than local inspectors and assistant inspectors of steam vessels at seaport stations, who are required to hold the highest grade of license and who issue licenses to officers of ocean steamers.

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EIGHTH VICE-PRESIDENT GERTRUDE M. McNALLY

Chairman VIELE presented three resolutions, all urging the payment of salaries of government employees at semi-monthly intervals, with the

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recommendation that they be agreed to, and that the Executive Council be directed to secure semi-monthly salary payments for government employees as soon as possible.

The three resolutions are:

Resolution No. 7 (introduced at the request of Kansas City Local, No. 29); No. 66 (introduced by Delegates NAGL and EBEY, Chicago, No. 27); and No. 75 (introduced by Delegate SAAL, New York City, No. 4).

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NINTH VICE-PRESIDENT CLIFFORD A. PERKINS

A suggestion offered by Delegate BISCHOFF (San Diego, No. 63), to the effect that the employees should receive pay semi-monthly "when not paid oftener than semi-monthly" was accepted by Chairman VIELE and incorporated in the committee's report, which, as thus modified, was adopted.

Resolution No. 57 (introduced by Delegate ALLEN, Dover, No. 99) was reported by the committee through Chairman VIELE as disapproved and, on his motion, seconded by Delegate BLASSINGHAM (Washington, No. 2) was non-concurred in. This resolution provides that our National Federation take a stand in favor of federal employees working a day of eight hours beginning at 7 a. m., Saturdays 7 a. m. to 11 a. m., from first Sunday in May to last Sunday in September.

Chairman VIELE submitted the appended resolution (introduced by Delegates RYAN, POINDEXTER, and others, Washington, No. 2; and GRAY, BIRCKHEAD, and others, Washington, No. 105) on the ground "that very much of this matter is included in other resolutions, and we feel that it is too broad in cutting out, or leaving out, any resolutions asking for relief."

Resolution No. 113 (above referred to) reads:

"WHEREAS, The President of the United States has taken the cost-of-living question into his own hands, and has brought to his assistance all of the governmental machinery, and has given assurances that the matter shall have his personal attention until it is thoroughly sifted, and means of relief formulated; and

"WHEREAS, The President has asked for a period of ninety days to allow time for effective operations to test out these plans; and

"WHEREAS, This Federation is composed of reasonable, open-minded citizens, who notwithstanding the almost unbearable state of living conditions, the painful pressure of past months, and the inevitable suffering entailed, are nevertheless willing to endure longer, for a reasonable period; therefore be it

"RESOLVED, That it is deemed unadvisable to adopt at this time any one or more of the resolutions asking for immediate relief, but that the Executive Council be instructed to take the necessary action to obtain relief at the most appropriate time.

"RESOLVED, That efforts be made to have the commissary of the War Department placed at the service of the public, and that the proposed government stores be put into operation immediately and the work of making them permanent be carried forward as rapidly as possible."

On motion of Chairman VIELE, seconded by Delegate CRAMER (Kansas City, No. 29), the report of the committee was adopted.

Chairman VIELE reported favorably the following resolution, also *Resolution No. 79*, of similar tenor (introduced by Delegate SAAL, New York City, No. 4), with the recommendation that they be referred to the Executive Council for action, and it was so ordered:

SATURDAY HALF-HOLIDAY ALL THE YEAR ROUND

Resolution No. 2 (introduced by Delegate GRADY, Portland, No. 7)—

"WHEREAS, Many commercial houses and corporations are now granting their employees half-holidays on Saturday afternoons, and

"WHEREAS, Many departments of the Federal Government, through executive order, are observing Saturday afternoons as a holiday; and

"WHEREAS, Many states and municipalities have declared Saturday afternoon a holiday; and

"WHEREAS, Federal employees performing the same kind of work are granted Saturday afternoon as a holiday in some states, while in others they are required to labor all day Saturday; therefore be it

"RESOLVED, by the Third Annual Convention of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, assembled at San Francisco, California, that all federal employees, whether in classified civil service or not and irrespective of character of work, be granted Saturday afternoon as a holiday throughout the year, where it would not seriously interfere with the performance of necessary duties; and, be it further

"RESOLVED, That the Executive Council be instructed to prepare legislation whereby all employees of the United States Government shall be allowed Saturday half-holiday throughout the entire year."

A detailed statement by National President STEWARD regarding the Saturday half-holiday question will be found on page 669.

RATES OF PAY, IMMIGRATION AND CUSTODIAN SERVICES

Chairman HINES (Leavenworth, No. 49) from the Committee on Organization and Adjustment reported favorably, with the recommendation that our National Federation take action to put it into full force and effect—

Resolution No. 54 (introduced by Delegate WATKINS, San Francisco, No. 1):

"RESOLVED, That the attached petitions and rates of salaries and compensation proposed for themselves by the immigration inspectors, matrons, stenographers, watchmen, laborers, interpreters, engineers, firemen, deckhands, telephone operators, and craftsmen employed in the United States Immigration Service, be and the same are hereby endorsed by the

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SECRETARY-TREASURER E. J. NEWMYER

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NATIONAL FEDERATION OF FEDERAL EMPLOYEES in its Third Annual Convention assembled at the City of San Francisco, September 8th to 12th, 1919, and be it

"RESOLVED FURTHER, That a copy of this resolution and of said petitions and proposed rates of pay be presented to the Secretary of the Department of Labor, forthwith, together with an urgent request that said schedules of pay be immediately adopted and put into force in the Immigration Service, and that Congress be by this Federation immediately memorialized to make a sufficient additional appropriation to the Department of Labor, so that it may pay such salaries and compensation during the current fiscal year."

The "proposed rates of pay" endorsed in the foregoing resolution are as follows:

U. S. Immigrant Inspectors—Entrance salary $1,825 per annum, with automatic increase at rate of $135 per annum up to $2,500. Inspectors in service as such five years or more, not less than $2,500.

(The entrance salary of immigrant inspectors was $4.00 and $5.00 per diem about sixteen years ago).

Matrons regularly employed as such—Entrance salary, $1,200 per annum, with automatic increase at rate of $84.00 per annum, up to $1,620. Matrons in service as such five years or more, not less than $1,620.

Stenographers and Clerks—Entrance salary $1,500 per annum, with automatic increase at rate of $120 per annum up to $1,860. Stenographers and clerks who have been in the service five consecutive years or more, not less than $1,860.

(The minimum wage paid stenographers under city and State civil service is $1,500 per annum and the maximum $1,800).

Watchmen—Entrance salary $1,200 per annum, with increase of $100 per annum until the maximum salary of $1,500 is received.

(Watchmen in the Immigration Service have never received more than $1,080 per annum and the entrance salary has been $840 per annum, while the cost of living has rapidly increased in the last few years until it is now more than 75 per cent higher than five years since, and they have receive no increase in salary.)

Laborers—Entrance salary, $1,200 per annum, with automatic increase at rate of $120 per annum up to $1,440. Laborers in service two years or more not less than $1,440.

Interpreters regularly employed as such—Entrance salary, $1,825 per annum, with automatic increase at rate of $115 per annum up to $2,400. Interpreters in service as such for five years or more, not less than $2,400.

In connection with the foregoing this action should be noted:

"RESOLVED, That Federal Employees Union No. 1, San Francisco, California, in regular meeting assembled, 1919, to indorse the wage scale submitted by the employees of the U. S. Immigration Service; and further

"RESOLVED, That craftsmen, such as engineers, plumbers, electricians, carpenters, telephone operators, etc., shall receive salaries to be regulated by prevailing wage scale endorsed by their trade-union local of the locality where they may be stationed; and further

"RESOLVED, That copies of the resolution be sent to the locals of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES for like endorsement."

Also the following:

"We, the undersigned, immigration inspectors and employees of the U. S. Immigration Service, and who are delegates to the Third Annual Convention of the NATIONAL FEDERATION of FEDERAL EMPLOYEES, do endorse and approve the resolutions proposed by delegates J. H. SCULLY and D. K. WATKINS for adoption by the Convention, affecting the employees of all classes in the Immigration Service, and do join in the petitions from the employees in that service attached to and made part of said resolutions."

(This is signed by Delegate NITZ (Boston, No. 25) and nine other delegates to this Convention who are also in the Immigration Service).

Delegate CRAMER (Kansas City, No. 29): "After an appropriation has been made by Congress for certain departments what is the precedent? When an appropriation has been made for a certain department must it be changed?"

The PRESIDENT: "Where a lump-sum appropriation is made for the maintenance of a service, including the payment of salaries, the method of its disbursement, that is, the rate of pay, rests with the head of the department, where there is no statutory prohibition, as, for instance, in the Customs Service, or some other, where there is a statutory maximum imposed. In the Immigration Service the funds may be disposed of in the discretion of the Secretary of Labor, on recommendation of the Commissioner General of Immigration, in accordance with the statutes. So, if there are funds available, the rates of pay may be established at any figure fixed by the Secretary."

Delegate WEMPE (Balboa Heights, No. 6): "This resolution, offered for the most part on behalf of craftsmen, such as engineers, plumbers, electricians, carpenters, telephone operators, etc., provides that they shall receive salaries to be regulated by the prevailing wage scale endorsed by their trade-union local. It seems to me that raises a question whether or not this subject has been brought to the attention of the local unions here. As I understand it the various craft organizations in San Francisco are sufficiently "fireproof" to practically obtain the proper rates of pay for these men, whether they are employed by the Government or not, provided they are members of those organizations, and I believe that San Francisco No. 1 and the National Officers should take up the question with the local organizations in San Francisco to see that these men get the rates which are established for this territory."

Vice-president JUNKER (New York City, No. 4): "The practice has been unfortunately in the past that none of the craftsmen employed at the various immigration stations have received the union rate of pay, and this is one way of getting it for them. I hope the report of the committee will be adopted."

FAR FROM HOME, YET HAPPY

From the left: President Steward; Mr. and Mrs. McCormick, of Chicago; Vice-president and Mrs. Wiegand; Mrs. Steward; Delegate Rebbel (Baltimore, No. 21)

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WELL-KNOWN CONVENTION VETERANS

From the left: Delegates Nagl (Chicago, No. 27), Fitzgerald (New York City, No. 4), Hines (Leavenworth, No. 49). "Shirtsleeve diplomacy" is here in order under the burning sun of the desert.

Delegate NAGL (Chicago, No. 27): "On behalf of all of these boys in the Custodian Service, covering 1,400 buildings in the United States, I move that they be included in that resolution.

Seconded by Vice-president JUNKER.

The PRESIDENT: "Amendment offered by Delegate Nagl, of Chicago, seconded by Vice-president Junker, New York, that the resolution be amended to include all crafts employees in the Custodian Service throughout the United States."

Delegate NAGL: "Also stenographers. My stenographer gets $1,000 a year and he works eight hours and a half a day."

Chairman HINES (Leavenworth, No. 49): "The committee will accept that amendment with pleasure."

Delegate BILLER (Washington, No. 2): "That resolution, as prepared, relates to the Department of Labor, and those people are paid out of a lump sum, and it goes to the Secretary of Labor. These others would go to the various other departments, and many of them may have statutory provision."

Delegate WEMPE: "I would like to offer an amendment to the amendment, that the various international organizations of the A. F. of L., under whose jurisdiction these craftsmen properly belong, be furnished a copy of this resolution, together with a statement of what it is intended to accomplish, and that, if possible—I am commenting on this amendment—San Francisco Local No. 1, or any other Federal Employees Union in the State aim to get a list of all such employees who are working in the different branches of the Department of Labor and the Custodian Service, and submit it to their Central Labor Organization with the proper comment as to what these men are receiving. In that way I believe proper action and results can be obtained. I merely offer that as comment, and I am in favor of the resolution as read, but I wish to amplify it in order to help these men get the results they want."

Delegate NAGL: "I accept that amendment."

On motion of Delegate NAGL, seconded by Delegate VALE (Galveston, No. 33), an amendment to the pending resolution (No. 54) was adopted, to the effect that all employees of the Custodian Service other than craftsmen be included, and that the rates of compensation paid the mechanical employees in both the Immigration and Custodian Services be taken up by the interested locals with their nearest central labor bodies, and also be referred to the office of our National Federation, to be taken up by that body with the appropriate international body.

The report of the committee, as amended, was then adopted.

Chairman HINES submitted as approved, with the recommendation that the Executive Council take immediate action as directed therein—

Resolution No. 110 (introduced by Delegate NITZ, Boston, No. 25)—

Instructing the Executive Council to request the several department heads to make their estimates for the appropriations necessary for the conduct of their respective departments large enough so that needed increases in salaries may be granted.

On motion of the chairman of the committee, seconded by Delegate CRAMER (Kansas City, No. 29), the report of the committee was adopted.

On recommendation of the committee through Chairman HINES and on motion of the chairman, seconded by Delegates LEONHARDT (Philadelphia, No. 23), and BLADES (El Paso, No. 39), the Convention adopted and referred to the Executive Council for action—

Resolution No. 9 (introduced by Delegates SHAW, MAYO, and HARRIS, New Orleans, No. 22):

"WHEREAS, Experience has established the pressing need of some change in the administrative policy with reference to navy yard employees, the following is urged for the purpose of obtaining and maintaining better efficiency in the navy yard service;

BE IT RESOLVED—

"First. That regular graded promotions for all Classified Civil Service Employees, including clerical and sub-clerical positions be adopted, such graded promotions to be based on length of service and demonstrated efficiency.

"Second. For chief and supervisory clerks the same rate of pay for all grades performing the same general

A SMILING GROUP—NO GROUCH HERE

From the left: Delegates Trouland (Washington, No. 105), Blassingham (Washington, No. 2), Gray and James (Washington, No. 105), Cloud (Philadelphia, No. 23), McNally (Washington, No. 105), Etheridge (Chilocco, No. 46)

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class of work, no distinction to be made between employees of a large yard and those of a small yard or station.

"Third. That the pay of chief and supervisory clerks shall not be less, in any event, than the pay of quartermen and leadingmen, respectively, in the leading trades."

Third Day—Thursday, September 11

The Convention was called to order by President STEWARD at 9.30 a. m.

"THE FEDERAL EMPLOYEE."

Delegate RYAN (Washington, No. 2), Chairman of Committee on Education:

"You will remember that the committee submitted a tentative report yesterday, adopting Resolution No. 8 [see below] providing the Weekly could be made self-supporting. At a joint meeting this morning of the Committee on Education and that on Press and Publicity, it was determined that the question of the preference for a weekly or monthly magazine be left to a referendum of the Federation.

The resolution above referred to introduced by Delegate VACHER (Los Angeles, No. 62), reads:

RESOLVED, That the Convention respectfully urge upon the proper authorities the desirability of issuing to every member of our organization a copy of our weekly publication, THE FEDERAL EMPLOYEE, as an incident of membership, free of additional charge, and request that a step to that end be taken as soon as possible.

Delegate SIBRAY (Pittsburgh, No. 66): "I was told informally a few days ago that that little referendum we took as to whether or not we should come to San Francisco for our convention cost the organization $1,000, and I am wondering whether a referendum in this case would cost $1,000. If it does I am against it."

Delegate RYAN (Washington, No. 2): "The committee had that question before it, and it was the understanding that the expense in the case of the other referendum was due to the fact that there was a large amount of telegraphing done because of the speed that was necessary. In case of a referendum of this sort, where the matter could be put before the bodies in a more leisurely manner, there would not be the same expense. That at least was the feeling of the committee."

The report of the committee was adopted.

LABOR UNIVERSITIES

Delegate RYAN also recommended favorably, from the same committee, the following resolution, which was adopted:

JAPANESE TEA GARDEN, GOLDEN GATE PARK, SAN FRANCISCO

Resolution No. 114:

WHEREAS, Labor Universities, designed to furnish workers with higher education, particularly in economics and sociology and other subjects of special interest to union men and women, have been established in Chicago, Boston, Washington, and elsewhere, and

WHEREAS, These universities offer an unusual opportunity for all workers genuinely interested in advancing the cause of trade unionism; therefore be it

RESOLVED, That the NATIONAL FEDERATION OF FEDERAL EMPLOYEES indorses the labor university movement and urges its locals to take an active part in it.

After considerable discussion, the Convention then adopted two special orders of business: (1) On motion of Delegate ETHERIDGE (Chilocco, No. 46), report of Committee on Constitution, Thursday, September 11, at 3 o'clock p. m.; (2) on motion of Delegate LEAVITT (Vallejo, No. 76), election of officers for ensuing year, Friday, September 12, at 9:30 a. m.

Delegate VIELE (New York City, No. 4), Chairman of Committee on Resolutions, reported in behalf of that committee as follows:

LABORERS IN CUSTOMS SERVICE PORT OF NEW YORK

Resolution No. 89, introduced by Delegate FITZGERALD (New York City, No. 4):

RESOLVED, That the N. F. F. E. be requested to take up the matter of changing the title of laborer, Customs Service, Port of New York, to that of scaleman.

Approved by Committee, with recommendation that resolution be referred to Executive Council. So ordered.

Resolution No. 88, also introduced by Delegate FITZGERALD:

RESOLVED, That the N. F. F. E. be requested to take up the matter of traveling expenses for the unnumbered laborers, Customs Service, Port of New York.

Approved by Committee, with recommendation that resolution be referred to the Executive Council. So ordered.

CUSTOMS WEIGHERS' LABORERS, PORT OF NEW YORK

Resolution No. 87, introduced by Delegate RYAN (New York City, No. 4):

WHEREAS, There is employed at the Port of New York under the official title of U. S. Customs Weighers' Laborers, a force of employees without civil service status, and

WHEREAS, These employees have each of them come to the department personally recommended by a citizen, citizens, or in some cases business firms of high repute, and

WHEREAS, These employees have each of them conscientiously and efficiently served the Government during the whole period of the war, at a salary half that paid to laborers employed by the so-called "City Weighers," who do the weighing for the merchants at this and the other large ports of the United States always under the satisfying thought that, as government employees, they were performing essential war duty though temporarily at a monetary loss ultimately they would be adequately compensated, and

WHEREAS, These are the same laborers that aided so humbly but efficiently in the discharge of the cargo and the stripping of the interior furnishings of the German liners in Hoboken taken over by the Treasury Department at such short notice as to necessitate active and arduous work under the supervision of U. S. Customs Inspectors, down in the bowels of these monster liners, where the physical hardships

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endured, because of the excessive heat due to all port holes and other means of ventilation being closed, are necessarily very great, and

WHEREAS, There is a continued need for these Weighers-Laborers, and there must of necessity be a need for a greatly increased force in the near future, and

WHEREAS, These men have acquired by these four years of experience a knowledge and skill in their occupation that is of definite value to the Government and to the importers whose merchandise they handle without damage and to the steamship companies whose business they expedite, be it

RESOLVED, That this Federation in Convention assembled does record itself as endorsing the petition of the said employees for their entrance into the civil service by means of a non-competitive examination, and that this union use its best effort to obtain from the department and from the Civil Service Commission their approval of the said petition.

Approved by the Committee, with recommendation that the resolution be referred to the Executive Council for action.

The PRESIDENT: "The Chair merely wishes at this time to invite the attention of delegates, in the interest of consistency, to the fact that a similar resolution for the classification of certain unclassified employees was yesterday rejected by this Convention. If different action be taken on different groups it will be rather difficult for the National office to maintain and sustain a consistent attitude."

Delegate SIBRAY (Pittsburgh, No. 66): "It is not at all necessary to burden the National office with that. If they would just go to the secretary of the local Civil Service Commission at New York and explain the situation to him, giving the names of these men and telling what they want, the local secretary will gladly instruct the officer in charge to have them take a noncompetitive examination. It is only a physical examination. There is no educational examination to it. He will gladly send them the blanks and have them fill out an application and the minute they pass that, the minute it is found that their physical qualifications are fit, they will go into the classified service. That is the proper way to do that."

Delegate RYAN (New York City, No. 4): "It is a peculiar situation that confronts us. It is a long resolution, and it does not assume the importance that it seems to, as far as it has been presented before this Convention. There is a peculiar situation in the port of New York. We have men who have become laborers through a classified civil service examination, and it is a strange thing that at a great big port like New York, men have to take an examination to get a $2.50 a day job. All they really do is to handle a hook and help the weighers get stuff on the scales to weigh. That is the usual procedure as regards the laborers at the port of New York. These men are simply asking to be considered; they are willing to take any kind of civil service examination which may come along the line, but they are never granted that privilege. It is simply a case of whether you allow these men to go up there and show whether or not they can lift 250 pounds. That is what this examination means, and that is just what this resolution amounts to. That is all that is necessary, to declare them classified employees, and that is all they are asking for."

Delegate ETHERIDGE (Chilocco, No. 46): "It seems to me that we have got a conflict of facts here; that it is a question of whether this matter does not cover unnecessary grounds; whether, as Mr. SIBRAY says, action will be granted—classification will be granted without action. I am doubtful whether the passing of the resolution is not inconsistent with the resolution which the Convention declined to pass yesterday, for the reason that the status of these people is very different, the one being physical labor and the other work along clerical lines. At the same time, I believe we should not take action on this resolution in the present state of uncertainty as to just exactly what the facts are in regard to the granting of these noncompetitive civil service examinations. I move that it be recommitted to the committee for further investigation and report in view of the light on the facts brought out here this morning."

Seconded by Delegate DAVIE (Bremerton, No. 93).

Delegate VIELE (New York City, No. 4): "It so happens in the New York Local on account of my knowing the situation in the Collector's office better than some other people this matter has been referred to me for personal action, by the Collector of the Port, so I have been familiar with it from the beginning. These men are old employees of the Government. Most of them have been there a great many years; and so far as I know there are no employees concerned here who have been taken on to the force during the war. This force was a very large one prior to the war, and on our request, from Local No. 4, the matter was taken up by the Collector, and a great number of them were made classified laborers by an order in the office; and they are now so rated at $840 per annum. These men are men who are working with them and were formerly of the same status. They are still doing the work they have been doing for years, but we have not been able to get that order issued. There is no difference between these men and the men already classified—no difference as to entrance, status, or present work, only we have been able to get action on about 100 and the others we have not been able to get action on. Therefore, this resolution is approved. If it had not been up and we had not done our best to get action we would not have it before you."

EAGLE GATE, SALT LAKE CITY, UTAH

THE PRESIDENT: "The Chair desires to state that the action with regard to the matter that was up yesterday also related to physical laborers, as does this. There was no clerical work involved."

Delegate FLEMING (Tacoma, No. 9): "I would like to ask the Chairman of the Resolutions Committee if it has not been due to the fact that the inspectors of the Customs Division have been legislated for individually—don't you think that is the reason?"

Delegate VIELE: "These men are not covered by any individual legislation that I have ever seen. I have not a clear understanding of the reasons why the line was drawn where it was. I suppose there was some matter of appropriation in question. They felt they could not take action on more than a specified number. These men are in exactly the same status as those classified, but we have not been able to get any further action."

Delegate FITZGERALD (New York City, No. 4): "I have a feeling that the delegates at this Convention have misconstrued the purpose of the New York delegates in introducing one or two of their resolutions. It may possibly seem to you, who are not fully familiar with the situation in New York, that it is the purpose of the New York delegates to break down the civil service, but I wish to assure you there is nothing further from our minds, and it is our purpose to maintain and retain the strict rules of the civil service. We have, however, a class of employees of the Port of New York, who by reason of their long, faithful, and efficient service and because of the class of work they are performing, namely, ordinary manual labor—lifting a bag of sugar and taking it from one place to another place, carrying the scales of the weigher from one part of the dock to the other, and all such jobs as that—I feel that

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because of the fact these men are not classified they are deprived to a great extent of some of the benefits which might accrue to employees who are classified, namely, coming within the provisions of the retirement legislation. They ask you to entertain their proposition and place them in the classified service. It does not mean that they are familiar with the rules of compound proportion or an abstruse branch of learning; they don't have to be to do ordinary labor."

Delegate SIBRAY (Pittsburgh, No. 66): "We all want them under civil service. The question is what is the best way and the quickest way of getting them there.

Now the civil service rules provide an age limit. If these men have passed fifty they will not be able to qualify under the civil service rules, and that is the case he says where they have been in the Government service many years. If that is the case then it will be necessary for the Collector of the Port to ask the Civil Service Commission to waive that, and the Commission will do it gladly. They have done this in many instances at our request. That is all there is to it."

MORMON TEMPLE AND TABERNACLE (ON LEFT), SALT LAKE CITY, UTAH
The statue in the foreground is that of Brigham Young

Delegate CRAMER (Kansas City, No. 21): "What steps have the local at New York taken to have these men blanketed into the civil service? They evidently have taken some steps or they would not bring this resolution before the Convention."

Delegate VIELE (New York City, No. 4): "This question was referred for action by Local No. 4, and they have taken the matter up personally with Mr. Newton, Collector of the Port, and with the Secretary of the Civil Service Commission at New York, Mr. H. C. Cole. When the matter was taken up originally, a very much larger number of laborers was included, and part of them were taken in. This resolution refers to the balance of those who were not taken in before, men whom we have neglected to take in since, their status being exactly the same as that of the men who have been taken in. No age limit was placed on those who had been taken in. There is not a particle of difference in the status of these laborers and of the eighty-four or eighty-five—in the neighborhood of 100—who have been taken in.

Delegate ALDRICH (New York City, No. 4): "Has any reason been assigned for these persons not having been taken in along with the others?"

Delegate VIELE: "Oh, certainly! We have a certain set of persons in New York that are working under all conditions. They have been used for years, and I suppose they will be sprung on us for years to come. A perfectly good reason that we have received in this case is that the department has not approved of that procedure. There is no one able to state whether the department has ever received any recommendation on the subject, but it is perfectly true that they have never approved this procedure. Therefore I take it that was the real reason."

Delegate ETHERIDGE (Chilocco, No. 64): "In view of what the Chairman of the Committee has said and the explanation that he has made, I believe that the apparent inconsistency between the declination of the Convention to pass a similar resolution yesterday, and this resolution, does not exist. In other words, this is merely a question of neglect of the executive authorities to complete a job that has already been begun in classifying these persons in the service, and, that being the case, in my opinion, with the consent of my second, I would like to withdraw the motion" (to re-refer the resolution to the committee).

Delegate WEMPE (Balboa Heights, No. 6): "I believe we all appreciate the merits and the intent of this resolution, and the main question is on the interpretation regarding this phrase as to the waiver of certain civil service rules which would make it inconsistent with former action, that is, that these men be given a special non-competitive examination, and I am going to make a motion in substitution of that phraseology, in order to leave no doubt about the interpretation, that the last resolved be changed to read: 'That this Convention endorses the petition of the employees to obtain a civil service status'—leaving out the means."

Adopted.

BONDING FEDERAL EMPLOYEES BY THE GOVERNMENT

Chairman VIELE, from the Committee on Resolutions, then reported favorably the following resolution introduced by Delegate Saal (New York City, No. 4), with recommendation that the Executive Council be directed to take proper measures to secure legislation in accordance therewith, and the report of the committee was adopted:

Resolution No. 86, providing that the Federal Government should bond through its own bureaus all officials.

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employees, and naval and military officers and men of whom it requires the submission of a fidelity bond; and that the premiums on such bonds should be sufficient to cover only the actual cost of assuming the risks and operating the bureaus.

(The full text of the foregoing resolution will be found in THE FEDERAL EMPLOYEE of October 11, page 584).

PROCEDURE OF COMMITTEE ON CONSTITUTION

Delegate EBEY (Chicago, No. 27): "One member of our committee has announced his intention to raise a point of order before the Convention in regard to the procedure of the committee. The committee has come into the Convention and now requests that he submit his point of order in order that consideration may be had, and that we may return to our work."

THE PRESIDENT: The Chair will entertain the point to be raised by a member of the Constitution Committee."

Delegate WATKINS (San Francisco, No. 1): "I raise the point of order that the committee should not lay aside the amendments that have been submitted to it for consideration by this Convention and undertake to revise the constitution in important particulars which have not at all been raised in any amendments or resolutions referred to us for our consideration; that our function is not that of a committee on revision of the constitution, but for a very brief consideration and recommendation, favorable or unfavorable, of such matters as were submitted to us. If, after that, any of the members had entirely distinct resolutions to offer, they could do so. But we have no right to take up the time of the committee or the Convention and delay matters to the last minute by undertaking to redraft the constitution. For instance, article 6, section 1, an elaborate arrangement for the powers of the Executive Council, they are undertaking to revise completely, not having prepared anything, but for the first time drafting a section of that kind."

Delegate EBEY: "The situation is this: The Chairman of the Constitution Committee has ruled on the point of order raised in the committee by Delegate WATKINS, that any member of the Constitution Committee, being a delegate to the Convention, is empowered to introduce an amendment in the committee the same as any other delegate in the Convention, and that he may submit that amendment to the committee while the committee is in session. The situation which arose this morning was this: The Chair introduced an amendment before the Constitution Committee after the committee had voted to receive and consider this amendment out of the order which we were following because of the desire of one of the members of the committee to have it considered so that that delegate might vote upon it and leave. The point was raised, that, because the Chair was unable to locate the written copy of the amendment which he had brought to the committee room, and rewrote it while there in the committee, the committee had no power to consider that amendment, but must proceed to consider those which had been submitted through the Secretary."

THE PRESIDENT: "The Chair will hold that under the terms of article 12 of our national constitution, which provides that by vote of two-thirds of the Convention, amendments to the constitution may be considered even though they have not been submitted to each union not less than thirty days' prior thereto, when the question of amending the constitution comes before the Convention any amendment offered by any delegate will be in order for consideration of the Convention. The Convention may then decide, either by two-thirds vote to consider the same, or may refuse to consider the same, as the function of the Committee on Constitution is merely to take and consider testimony and to consider the formation or preparation of amendments, if any, to the constitution, and will then merely have authority to report to the Convention that the recommendation is either favorable or unfavorable to any amendment, the Convention being then the sole judge as to whether or not such amendments will be considered if they have not been submitted in accordance with article 12. The Chair cannot entertain the point of order raised, and would hold that the committee, by majority vote, will be the judge of what matter it shall consider."

GRAVE OF BUFFALO BILL ON SUMMIT OF WILDCAT MOUNTAIN, OVERLOOKING THE CITY OF DENVER

DISCRIMINATION AGAINST WOMEN IN FEDERAL SERVICE

Resuming the report of the Committee on Resolutions, Chairman VIELE submitted the following resolution, introduced by Delegates ETHERIDGE (Chilocco, No. 46); JAMES (Washington, No. 105); LEONHARDT (Philadelphia, No. 23); and others, as approved, and the report of the committee was agreed to.

Resolution No. 81:

WHEREAS, The Federal Reserve Board, the War Risk Insurance, and Bureau of Engraving and Printing, and other Federal Departments are consistently denying to women appointment to executive positions; and

WHEREAS, the Reclassification Commission has no woman in such official position as to permit of her assisting in the shaping of policies of the Commission and has at no time had one; Be it

Resolved, in accordance with the announced policy of this Federation, That we demand that all discriminatory policies against women in high as well as low official positions be abandoned and that the theory of equal opportunity between the sexes be consistently followed throughout the Federal Service.

STATUS OF FORMER U. S. NAVAL RESERVISTS

Chairman VIELE, from the Committee on Resolutions, reported favorably the following resolution, introduced by Delegate ALDRICH (New York City, No. 4), and the resolution was adopted.

Resolution No. 80:

WHEREAS, the recent policy of the Navy Department at the New York Navy Yard, Fleet Supply Base, and other navy yards and stations, in retaining in the service as temporary clerks ex-members of the United States Naval Reserve Force, in many in-

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stances at salaries greatly in excess of those paid to the regular classified civil service employees, has resulted in much dissatisfaction among the latter, and

WHEREAS, the aforesaid ex-Naval Reservists are now invited to take a civil service examination presumably with a view to making these positions and ratings permanent, which action would if adopted violate the spirit if not the letter of our civil service regulations, therefore be it

Resolved, by the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, in Convention assembled, that the Secretary of the Navy be and hereby is requested to rule as follows:

That whenever the above-mentioned ex-Naval Reservists' temporary status terminates and they wish to enter the classified service through having passed a competitive civil service examination, they shall be required to do so at the prevailing entrance salaries paid to all clerks entering the service and shall not, all other things being equal, receive preference in promotions over clerks whose greater length of service entitles them to first consideration.

CHANGING COLOR OF F. E. U. STAMPS

Chairman VIELE, from the same committee, recommended the adoption of *Resolution No. 69*, introduced by Delegate McCORMICK (Hingham, No. 51), providing that the color of the stamps used by the various locals be changed once a year.

Adopted.

PAY OF CUSTOMS INSPECTORS FOR NIGHT SERVICE

Chairman VIELE reported as approved *Resolution No. 100*, introduced by Delegate RYAN (New York City, No. 4), asking the Secretary of the Treasury to rescind his order against payment of Customs inspectors held for "night service on waiting time," with the recommendation of the committee that the Executive Council be directed to take action in conformity with the resolution. So ordered.

DUE NOTICE TO EMPLOYEES OF DISCHARGE, FURLOUGH, ETC.

Chairman VIELE submitted the following resolution, introduced by Delegate ALDRICH (New York City, No. 4), with recommendation that it be adopted:

Resolution No. 92:

WHEREAS, The Government Service is a more or less specialized service, and is really in the various departments a craft, or a profession, therefore be it

RESOLVED, That thirty days notice of discharge, furlough, or placing on the inactive list should be allowed, over and above all leave with pay coming to them, to all civil service employees who are not dismissed on charges, and that one-half of this period be allowed them as special leave to seek for other work.

CLERICAL EMPLOYEES AT NAVY YARDS AND STATIONS

Chairman VIELE announced at the opening of the afternoon session of the Convention that the resolution appended was reported at this time in view of the urgency of the case. The resolution, which reads as follows, was introduced by Delegates DAVIE (Bremerton, No. 93), ALDRICH (New York City, No. 4), BROWN (Vallejo, No. 76), and others, and was submitted with the approval of the committee and the recommendation that it be referred to the Executive Council for immediate action:

Resolution No. 161:

WHEREAS, The classified clerical employees of the navy yards and stations have for the past four years been working under conditions which have been demoralizing, and

WHEREAS, The Assistant Secretary of the Navy, Franklin D. Roosevelt, has from time to time issued circular letters, orders and other papers relative to increasing the pay of these clerical employees, and

WHEREAS, On December 23, 1918, Mr. Roosevelt promised these employees to appoint a wage board for the purpose of adjusting the unfair conditions among these employees, and

WHEREAS, It was not until April 16, 1919, four months after his promise, that Mr. Roosevelt issued the order authorizing the wage boards of the various navy yards and stations, and

WHEREAS, Most of these boards have completed their work and in so doing have placed in the hands of the Navy Department data which will enable it to make a satisfactory adjustment for these employees, and

WHEREAS, Mr. Roosevelt has by his attitude expressed in his circular letter of August 23, 1919, copy attached, set aside all hope and expectation of these employees for a fair consideration of their deplorable condition until July, 1920; therefore, be it

Resolved, That this third annual convention of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, in session assembled, direct the Secretary-Treasurer to send a telegram to the National Office directing that office to immediately wire every local union of this National asking them to immediately get in touch by wire with their Congressional representatives with the end in view of having the circular letter of August 23, 1919, rescinded, and the findings of the Wage Board put into effect; also that this convention appeal to Secretary Daniels by wire direct to concur in the above action.

The report of the committee was adopted.

In connection with this resolution Chairman VIELE read the following circular letter issued August 23, 1919, by Acting Secretary of the Navy Franklin D. Roosevelt to—

Commandants, Naval Districts, Commandants and industrial Managers, Navy Yards and Naval Stations, Inspectors of Ordnance in Charge, Inspectors of Machinery, U. S. N., etc.

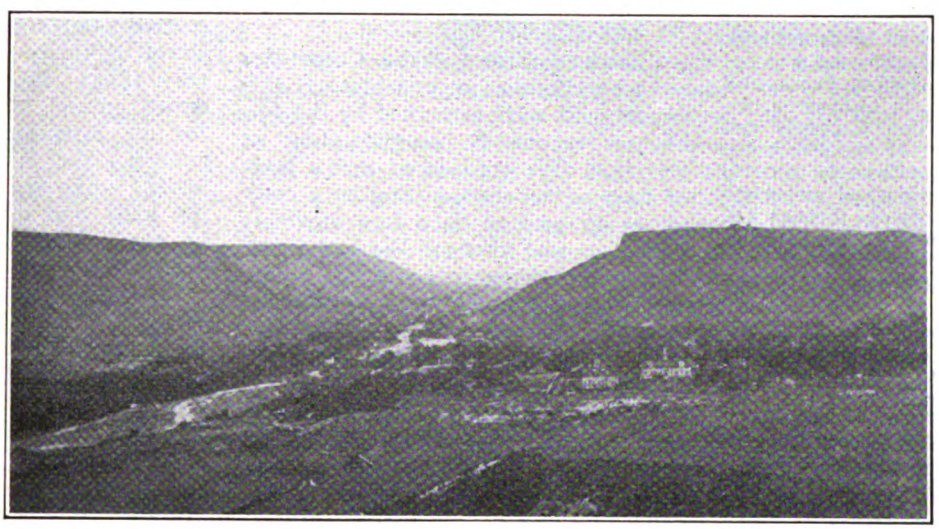
Subject: Promotion of members of the clerical, messenger and police force.

Reference: (*a*) Department's circular letter of November 10, 1917; (*b*) department's circular letter of May 27, 1918; (*c*) department's circular letter of April 16, 1919.

1. On account of the greatly curtailed appropriations for the conduct of work of the naval establishment for the current fiscal year, the department has been forced to adopt the policy of making no promotions, except those incident to a vacancy occurring in a higher grade when the employees recommended for promotion take over the higher grade work.

2. Recommendations submitted for the promotion of certain employees by splitting the money available on account of vacancies occurring will not be approved. The only recommendations for promotion which should be submitted are those under circumstances indicated in paragraph 1.

3. In no instance will recommendations for promotions be submitted by telephone or telegraph, except possibly in certain cases of immediate necessity, from points on the West Coast where the delay incident to forwarding correspondence by mail might work a disadvantage to the government's interests.



IN THE ROCKIES NEAR DENVER

CONDITIONS IN THE IMMIGRATION SERVICE

The Convention then proceeded to consider several resolutions (Nos. 21, 106, 153) dealing with the present very unsatisfactory conditions in the Immigration Service, Department of Labor.

After a lengthy discussion of the

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subject in its various phases, the following resolutions were adopted:

Resolution No. 106 (introduced by Delegate FITZGERALD (New York City, No. 4):

WHEREAS, A large number of the classified civil service employees of the U. S. Immigration Service have been furloughed for indefinite periods, due, as we have been advised, to failure of Congress to appropriate a sufficient sum to retain these employees in the service, and,

WHEREAS, These employees were furloughed unexpectedly and at but a moment's notice, and many of them have rendered long and faithful service to the Government and thus through the loss of their positions have been subjected to great hardships, and,

WHEREAS, A number of these furloughed employees have not even received the salary due them for the last half of the month of June, due also to the lack of funds available to pay these salaries, therefore, be it

RESOLVED, By the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, in Convention assembled, that we petition Congress and urge upon each member of the Senate and the House of Representatives to come to the relief of these furloughed employees and appropriate the money due them as well as to provide for their prompt reinstatement to duty by granting to the Department of Labor the funds necessary; and be it further

RESOLVED, That a copy of these resolutions be forwarded to each member of the Senate and the House of Representatives.

Resolution No. 153:

WHEREAS, The Department of Labor has been compelled to furlough without pay, and to demote employees of the Immigration Service for lack of sufficient appropriation to pay same, Be it

RESOLVED, That the Third Annual Convention of NATIONAL FEDERATION OF FEDERAL EMPLOYEES, assembled in San Francisco, California, on September 8th to 12th, 1919, requests that the San Francisco Labor Council use its influence with the Senators and Members from the State of California in the matter of securing additional appropriations sufficient to carry on the work of this important bureau, for the best interests of the services of the United States."

AMENDMENTS TO THE CONSTITUTION

Chairman EBEY (Chicago, No. 27), from the Committee on Constitution, submitted the following partial report:

These are the amendments we have considered and which may have a possible bearing upon the election of officers:

Amendment to article 5, section 1, proposed by Delegate REA:

In line 25 change "and seventh vice-presidents" to read "seventh, eighth and ninth vice-presidents."

The effect of the amendment is to increase the number of vice-presidents from seven to nine. The committee recommends the rejection of the amendment.

Delegate SAAL (New York City, No. 4): "I have here a minority report on the amendment."

1. The growth of the body justifies the increase.

2. The great West has a fundamental right to representation; if the size of the Council is not increased, this act of simple justice cannot be accomplished without depriving one of the communities now represented of their member.

3. The objection that the expense would be prohibitive is not well taken. The importance of securing adequate representation for the immense district west of a line through Chicago, Ill., and Vinita, Okla., makes any expense immaterial; moreover, to clinch the matter, there came before this committee only, to be rejected, a measure providing that members of the Executive Council could be represented by proxy, which would have completely obviated the expense question. I am compelled to disagree.

In consequence I am compelled to dissent from the vote withholding approval from the resolution offering amendment to article 6, section 1, changing from five to seven the number of members of the Executive Council whose concurrence is necessary to a decision.

It is signed THEODORE H. SAAL, New York, No. 4, and J. C. GRADY, Local No. 7, of the Committee on Constitution. We submit it for your approval.

Chairman EBEY: "The Committee on Constitution in considering this amendment were governed by the following reasons in recommending its rejection. We considered that a body of men, seven men, sitting as a committee or council, is a less unwieldy body than one of nine. We had found in our experience in committee work, and in bodies wherein a number of members must agree in order to function, that a large committee is not desirable.

"The only reason advanced which appealed to us at all was that the membership of the body had largely increased, and that if more vice-presidens were elected it would give a chance for more locals to be represented on the Executive Council. But no matter how many vice-presidents were provided for, each local could not have a vice-president, and no matter how many were provided for there would always be some section which would have no vice-president.

"The question of finance was also an important factor to be taken into consideration. A considerable part of our money is spent in the traveling expenses and salaries of the vice-presidents while they are attending to their official duties. Undoubtedly, if we provide for more vice-presidents they would be more widely scattered and their traveling expenses would be greatly increased; and the traveling expenses of the additional vice-presidents would be greater than those we have on the Council now.

RESIDENCE IN SAN FRANCISCO

For instance, if we had two additional, one in the South and one in the extreme West, every time they attended Council there would be several hundred dollars of expense account to be taken care of; also this feature, that delegates coming from a great distance would have to take leave of absence from their official duties, and taking one from the Pacific Coast, for example, it would require four days en route to Washington, and four days back again, in attending meetings of the Executive Council. If the council was in session three days, four days, eight—eleven days, on one trip. Say there are three meetings of the Executive Council in a year, three times eleven is thirty-three and a man has only thirty days' annual leave; his entire annual leave would be called for in attending meetings of the council. We could see no practical benefit to the organization in enlarging the body and increasing the expense by the addition of these two vice-presidents."

Delegate ALDRICH (New York City, No. 4): "I would like to have information as to what departments are represented on the Executive Council and what departments are not represented."

THE PRESIDENT: "The President is not in the employ of the Federal Government. The First Vice-president is in the Immigration Service, Department of Labor. The Second Vice-president is in the Employment Service, Department of Labor. The Third Vice-president is in the Indian Service, Interior Department. The Fourth Vice-president is not employed by the Federal Government. The Fifth Vice-president, Customs Service, Treasury Department. The Sixth Vice-president, Customs Service, Treasury Department. The Seventh Vice-president, Steamboat Inspection Service, Department of Commerce. The Secretary-Treasurer is in the Department of Agriculture."

Delegate FITZGERALD (New York City, No. 4): "I am forced to the conclusion that there is considerable merit in the minority report presented by Brother SAAL, a member of the Committee on Constitution. I have in mind the geography of the country and I also have in mind the various departments of the Government. It is reasonable to suppose and expect that if we are not permitted to have a president and vice-president in each one of the departments—I might term them the Cabinet departments—the War Department, the Navy Department, the Interior Department, the Treasury Department, and so forth, I fear we shall make a sad mistake. I

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believe it is good policy because it is reasonable to expect that a vice-president who has kept himself in close touch with the affairs of the department to which he is assigned is in a better position to represent the employees of that particular department than an employee from another department.

"That is one of the principal reasons. These officers should not fall to certain parts of the country, and the sooner we get away from that proposition the better. We should always have in mind the betterment of our organization. I have almost as strong objection to the reasons advanced by the chairman of the Committee on Constitution, because according to that reasoning it is precluding the possibility of the great State of California ever having a member in our Executive Council; and we from New York have a desire to be fair at all times. Even if it takes three days or four days to go to New York, and four days to get back, we feel that the great West is entitled to representation in the Executive Council."

Delegate HARRIS (New Orleans, No. 22): "The argument that all departments should be represented for what the Council may gain through conference with men on duty in the various departments is a very good one, but the argument that the interest may be stimulated in the departments through holding office by the employees in these departments is equally strong. In organization work I have found, in the dividing up of committees and the creating of offices within organizations, that the more offices you can create without making the organization a cumbersome one the better it is for the future of that organization. There is nothing which goes further to stimulate interest and accelerate gowth than having the officers drawn from as many different elements in the membership as is possible."

Delegate BILLER (Washington, No. 2): "Philologists tell us that in the good old days the cave man used the words 'stranger' and 'enemy' as meaning the same thing, and so whenever our good old ancestor, the cave man, saw a stranger he treated him as an enemy and went after him and beat the stranger to death.

"We are slightly different. We only denounce a stranger and consider him an enemy when a new idea is presented to us. Delegate SAAL of New York has brought in a minority report that is a stranger to us, and we proceed to denounce our enemy and hit it over the head. I am unqualifiedly in favor of the amendment, and I will tell you why. This is a representative organization of all the federal employees of the United States. Let us make it so. Let every section of the United States be represented. If we do not pass this resolution the people here on the West Coast, the most progressive people in the whole of the United States, may be forever unrepresented. In addition, there is a political side to the matter. We are more or less of a political organization, and we want representation in the South and in the West, and by having the additional officers we can have the influence of those two sections.

"No man is more unwilling to waste a single dollar than the speaker. But this thing is fundamental. Every section must be represented. I do not think we should consider the financial side of this question, neither do I think we should consider it geographically.

"On the points presented by the chairman of the Committee on Constitution I think he is in error, honestly so, but as I said before, don't rap this thing over the head with your war club because it is new."

Delegate CLOUD (Philadelphia, No. 23): "By the main argument submitted by Brother FITZGERALD it is clearly the intent to have at least one vice-president from each of the Cabinet positions, starting with State and running down to Agriculture. I believe that is the gist?"

Delegate FITZGERALD: "Not necessarily, for the simple reason that we may not find the man fitted for the particular office. It would be a good thing to have that point in mind."

Delegate SIBRAY (Pittsburgh, No. 66): "I wonder if it has occurred to this convention that only 50 per cent of the local organizations are represented here. Now, why are they not represented? They are unrepresented for the sole reason that they have been unable to get money enough to attend the Convention. I have talked to a dozen members here who have told me that they came here at their own expense. I have talked to others who told me that they held a dance, or that they went out on a picnic or excursion, that they did this, and that they did that—one thing and another—to get money to come here. Now in looking over the list I find the great states of Ohio, Michigan, and Indiana entirely unrepresented; and why? Because the central organization has required every cent or almost every cent that the local organizations could possibly get, to defray the expenses of the national organization.

"In looking over the report I find, as nearly as I can figure it out, that the national organization has cost, has expended, something like $90,000 during the last year. I submit to you, ladies and gentlemen, that that is 'going some' for a two-year-old.

"Now, I am just as anxious to have all sections of the country represented as anybody here, but I am adverse to this minority report, and I hope it will be defeated."

Delegate ALDRICH (New York City No. 4): "I wish to give my most unqualified approval to the minority report submitted by Brother SAAL. Delegate SIBRAY in his little talk told us that the reason that many of the unions are not represented here is purely a financial reason. While I have the highest regard for Brother SIBRAY, I wish to differ from him on one point.

"The Norfolk Navy Yard is not represented here. As I understand the matter they are not represented because they do not think that we are taking a sufficient interest in the Navy. We do not realize how much interest would be stimulated by the fact that every department had its representative on the Council. Now, if I were on that Executive Council I should welcome the addition of new blood. At times some of our members thought it would not do any harm if we had a few more people there, if we had a few more heads to put together, and on that account I think it would be very advisable that some of the unrepresented departments and some of the unrepresented sections of the country should be brought in, especially the great West, with its up and coming, zip, boom, bang, go! ideas. I have found there is the greatest spirit among these locals on the Pacific Coast. I must admit that they seem to me in many cases to be far more active than our locals on the Eastern Coast. I think they can show us a thing or two out here in California, out here on the Western Coast, and so I am unqualifiedly in favor of this minority report."

Delegate BLASSINGHAM (Washington, No. 2): "I should like to know how the addition of two vice-presidents to the present list would enable this Convention to place a vice-president in every section of the country and in every department."

Delegate SAAL (New York City, No. 4): "I may say to Delegate BLASSINGHAM that I am unable to see how refusing to increase the list by two will place a vice-president in every section."

Delegate GRIFFITH (El Paso, No. 39): "I fail to see how the addition of two vice-presidents, or thirty vice-presidents, or any number of vice-presidents, under the present method of election, will insure the Golden West or the navy yards a representa-

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tive upon this Council. If we are going to go into the departmental aspect of the case or the geographical aspect of the case, the constitution should be changed to provide for that; we should not merely saddle a dozen or two extra vice-presidents on this organization.

"I come from a section of the country where we look across the silvery Rio Grande, and we see a country where all men are presidents and generals. (Laughter.) I heard a venerable man from south of the Rio Grande, who had evidently been somewhat mistreated by his countrymen, and to whom, when he came across the bridge from Mexico, I said, 'Señor, how are conditions in your country?' He said 'Fine, fine! The Mexican women are to be congratulated. They give birth to nothing but presidents in Mexico.'

"No man or woman in this organization has advocated more consistently than I have the advantages of having all sections of the country represented upon the Executive Council. I have felt that the great Southwest, which I have had the honor to represent on this Council, where conditions are different from those in any other section of the country, has deserved recognition and a place on the Council. I have consistently contended that the Pacific Coast should have been accorded representation upon the Executive Council. And I have contended that the industrial departments in this organization should certainly have representation in Washington, but I do not see how the mere fact that we shall elect two or three or four more vice-presidents is any guarantee that the Southwest will continue to have a vice-president, or that some of our good friends from the Golden State will be added to that Council, or that any of the departments can furnish men or women to be added to that Council. In order to be elected as a vice-president it requires a certain number of votes. No man or woman knows whether he or she will receive the requisite number of votes until the votes are counted. I see no reason why seven vice-presidents cannot be distributed geographically, if necessary.

"The proponents of this minority report seem to take it for granted that the big unions in the East have a lead-pipe cinch on the offices. I do not believe that it is absolutely necessary to the life and good of this organization that four or five men from communities adjacent to Washington should always be kept on the Executive Council. I merely take the position that if we are going to enter into a new departure, if we are going into the departmental idea or extend the geographical idea, we should emphatically and definitely amend the constitution to cover that, and I do not believe that with any representation that we may be able to secure from all of our organizations we shall ever be able to secure enough vice-presidents who can command the requisite number of votes in any convention to definitely insure that all positions which might be created could be filled absolutely according to departmental lines or geographical lines.

"I hope the delegates will consider these things before they vote to put an added burden on the Executive Council and on the finances of this organization. It costs money to maintain this organization. There is a revolt almost against the continuance of the present per capita tax payment, and only the fact that the delegates, and the members at large, at home, realize that it is up to them to make definite sacrifices, are they willing to continue the payment as at present outlined. If we are to continue adding to this burden expenses that will make the organization more unwieldy we shall have to increase or diminish our per capita tax, for this reason: The Executive Council is now composed of nine members, the President and Secretary-Treasurer, and seven Vice-presidents. If that is not enough people to carry out definitely the instructions of this Convention between sessions I don't think that nine or eleven or twenty vice-presidents would do any better.

"I believe there should be departmental representation as nearly as possible. I believe there should be geographical representation wherever possible. But let us not get the idea that merely adding indiscriminately to the number of vice-presidents will bring that happy result. You have got to figure on getting enough votes and on changing your Constitution and definitely providing for that."

Delegate LEAVITT (Vallejo, No. 76): "I fail to understand the reasoning of the last speaker. He has a fear that some time in the future every delegate that might be present in some future convention would ask to be a vice-president and an official in this Convention. Now, I have no fear of anything of that kind. It has been my pleasure and my opportunity to attend a good many conventions in my life, and you must remember that only a year ago this organization was a mere infant, and today it is a pretty big boy. The amount of business that has been transacted and the number of members that have been taken into this organization pass anything in the history of any other national or international organization in this country.

"Now, in the State Federation of Labor of this great State of California we started out with a small number of vice-presidents, and on two occasions, when we found it to be necessary or it seemed to be necessary, they were advanced, and at the present time they have eleven altogether, counting the President and Treasurer, as their executive officers. And why need the expense of this Convention be carried to such a great height in spending money? If one vice-president is on the Pacific Coast and another in the Southwest or in the Northwest, they each can act for the President as his lieutenant and transact such business in their districts as may be necessary without always attending the meeting of the Executive Council. The same thing can be done in this Convention with the Executive Council. They can communicate any important matter pertaining to the laws and the conditions of their districts to the President and the Executive Council that may be in Washington. They are on the ground and can act by their own opinions, for the best interests of the National organization.

"I want to say at this time the Executive Council has accomplished wonders in the last year. My organization has been piling up communications upon that body, requests for action, to such an extent that I don't understand how the President of this association has had any sleep at all for the last few months.

"I feel that if you add two new members to the Executive Council it will be for the interests of this organization. It will help build up the organization and help carry on the work that we believe is before us for this coming year."

Delegate ZAHN (Washington No. 2): "I certainly am opposed to Brother SAAL'S amendment. I agree with every word Brother GRIFFITH has said. I realize that holding office is very enjoyable for those that enjoy that office, but I cannot sympathize with people who want to add two more members to our Executive Council, to give two more people positions. Neither can I understand why adding two members to the Executive Council will lessen the work of the President. Nor can I see how it would do any particular good, because, outside of the official position the Executive Council does very little work.

"Now, so far as assigning the Executive Council to certain positions in the United States I can agree with Brother GRIFFITH. I have always been under the impression that people were placed on the Executive Council

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for their ability, not because they represented a certain department or because they come from a certain section of the country."

Delegate SAAL (New York City, No. 4): "As far as I can determine, the objections to my measure fall under three very general heads: First, that there is no assurance that, even in the event the Executive Council is increased, any apportionment of represention will be made to those immense districts of our land that are at present entirely without voice in that body; second, the objection that there will be danger of a continuance of a progressive increase in the size of the Executive Council; and third, the question of expense.

"As to the first, Brother GRIFFITH when he made his statement was well aware that we considered in committee the possibility of making an amendment to the constitution that would provide for sectional election, that would provide a direct representation on the Executive Council from the different sections of the country; and we felt then it would be impracticable to draw such geographical lines. But I hold most emphatically that an opportunity to represent these people should be granted, and while there can be no distinctive provision that we must elect one of their people, we are not children here, we are practical people and more or less practical politicians, and all of us, men and women, know in our own hearts that if there are two or more places to be filled the West will not be neglected.

"As to the second objection, the increase in the number of vice-presidents, I scarcely think it need be dealt with seriously. We heard a lot of comical remarks about the Mexican gentlemen and one thing and another, and everybody going to be vice-presidents. I don't think that is worth even giving a very definite answer to, except to say that so important an organization as the Metal Trades Organization has some 20 odd vice-presidents, and there are any number of trade unions that have dozens and dozens of vice-presidents, and they don't seem to hamper themselves in any way.

"Now, as to the expense. I would be ashamed to stand before these people in the West and tell them that I for a moment, let the question of expense, be it $1 or $10,000,000, stand in the way of giving them an equal representation with the East upon whatever governing body we may have. I want to say to you all that although we know that members of the Executive Council are chosen for their ability, I as an Easterner do not believe the Easterner has any monopoly of the brains of the country. I am sure that we will find men in the West of sufficient caliber to merit their promotion, and more, to the governing body of our council."

Delegate HARRIS (New Orleans, No. 22): "How about the South?"

Delegate SAAL: "I stand corrected, Brother HARRIS—the South, most assuredly. Now then, I want to call your attention to the fact that the very people of the Executive Council —and I say this with no spirit of personal criticism, or because we are opposed to expending money for representation in the West — sent four representatives to the American Federation of Labor Council at Atlantic City, at an expense of $600 or $700 or $800, when one representative could have done the work just as well, and the additional money would have provided for representation for the Sons of the Golden West to the Executive Council. That is the way our money is being expended.

"These people are paying dues. They are good dues-payers. The proxy proposition will permit them to travel across the country to attend meetings of the Executive Council, taking advantage of the proxy provision, if it should be adopted, and if it should not be I am not prepared to let the mere matter of expense stand in our way. We have spent $90,000. The cost of having representation in the West at three meetings a year, if the new members, if they all attended every meeting, would be but $1,000 more. If we can spend $90,000 we can spend $91,000 to give all these people a voice in the Executive Council. If we are spending too much money the remedy is to cut down the $90,000 and not cut off the $1,000."

Delegate REA (Omaha, No. 20): "As the proponent of this change in the constitution I would just like to say a few words. The proposition as to representation on this Executive Council by either geographical, departmental, or upper-story qualifications is a pretty hard proposition, because in every one of them when you come to sum it up it is absolutely impossible to draw any definite line. You cannot, when you come to put it to practicable application, divide this country along geographical lines; neither can you separate it into lines based on personal qualifications. I don't know of any way of measuring intelligence or qualifications of any individual by looking at him, or her either. That same thing applies to your department lines. Now, then, the question is, what is the most practical solution of the whole thing? Along this line I have suggested two additional members on this Board or Executive Council, and that is met by the proposition that on account of expense we could not so provide. That is the principal objection to the plan and is the one which I had in view.

"When this organization was formed, I believe with some 5,000 or 6,000, possibly 10,000 members, we had seven members of the Executive Council, and we seemed to be able to pay the expense somehow or other. I don't know where the money came from; I know I didn't pay it all. Since that time we have grown to approximately 60,000. Now, then, if 5,000 or 6,000 or 10,000 people could pay the expenses of seven vice-presidents, could not 60,000 or 80,000 of us pay the expenses of nine?"

Delegate CLOUD (Philadelphia, No. 23): "If the proponents of this measure can assure me that a very large part of the governmental service can have representation, namely, the mechanical forces, I would heartily favor it. The organization is absolutely top-heavy so far as the clerical and inspecting forces are concerned. Thousands on thousands of mechanics throughout the country are shortly going to become members of this organization, or, if not actual mechanics, those engaged in mechanical lines. Women who work in the arsenals, men who work in the arsenals, men and women who work in the other manufacturing departments of the Government are unrepresented on the national body by a single man or woman who has had mechanical training, who can think along mechanical lines, who knows the various difficulties under which the mechanical forces working for the Government operate. I would support this measure if you would elect a Pacific Coast navy yard mechanic."

Delegate VIELE (New York City, No. 4): "I will support this resolution largely with a view to the interests of the membership, not of the vice-presidents. The brother from Vallejo has fully explained my stand on that point.

"Our local in New York is based very largely on the model of the National organization, because we have used up all the letters of the alphabet in naming our branches, which are organized as separate organizations. We find that those branches grow almost exactly in proportion to the ability and the work of their representatives, that when they are in communication with us we have no difficulty in holding them in line and in keeping them in line and keeping up the increase. If we lose that touch we lose the branch.

"Now, I believe we can with nine representatives obtain a broader touch

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with this organization then we can with seven, and that by electing these members we can in a measure look out for the membership of this organization. I am an extreme radical here, and I would vote to make every member of the organization a vice-president if it would do any good to the organization, and that is the only thing I have in view here. I don't care a blessed cent whether anyone of you personally, myself included, is ever a vice-president, but I do want to see enough men on that Executive Board to increase the membership, to increase the efficiency, and to increase the results to be obtained by our work."

The question being put, the substitute minority report, providing for two additional vice-presidents, was adopted.

POWERS OF EXECUTIVE COUNCIL AND OF CONVENTION

Chairman EBEY (Chicago, No. 27), continuing report of Committee on Constitution:

An amendment to article 6, section 1, proposed by the Chairman of the Constitution Committee:

Insert in line 12, following the words "section 1," the words "subject to the Convention." Omit the words "and on" (line 16), all of line 17, and up to and including "officers," in line 18. The portion of the section amended to read as follows:

Section 1. Subject to the Convention, the Executive Council shall be the governing body of and direct the policies of this Federation. It shall fix the compensation and prescribe the duties of all officers and employees not otherwise provided for by this constitution.

The omitted part, beginning on line 16, and ending on line 18, is as follows:

"and on two-thirds vote of the entire organization have authority to recall the election of any officer."

The Committee in adopting this proposed amendment has in mind the broadening of the powers of the Convention, or rather the leaving in the hands of the Convention, in so far as circumstances will permit, the powers which properly belong there and keeping from centering in the hands of the smaller bodies all of the authority which may properly be exercised by the Convention. This idea is a democratic idea; it is the idea that the Convention shall control its own destinies, and that, being the directly representative body from the locals it is the body which should retain control. The first part of the amendment, adding the words "subject to the Convention" inserted in the first line, simply clarifies the wording of the section as it now stands. I do not believe any of you gentlemen have any doubts that the Convention is superior to the Executive Council or that the Executive Council is subject to the orders and directions of the Convention, but the constitution as now worded does not say so. It says that the Executive Council is the governing body of the organization. It is the governing body of the organization in the interim between conventions. The insertion of these words simply clarifies the language and leaves no doubt as to the situation.

"The omission of the portion beginning on line 16 will deprive the Council of the power now possessed by the Council to recall the election of any officer elected by this Convention, upon a two-thirds vote of the Council. To my mind, and to the mind of the committee, this is a dangerous power to place in the hands of the Council. This Convention meets and selects its President. It may be that a Council is elected which is antagonistic to the President. Under the present wording of the constitution it is possible for the Executive Council to immediately, within twenty-four hours after the adjournment of this Convention, recall the election of the President on a two-thirds vote, and to select another man to head the organization. I do not believe that that contingency will arise with any frequency. I do not believe the extreme case which I have mentioned would ever occur at all, but I do believe that our basic law should not place in the hands of the Council the power to recall the election of the officers who have been selected by the Convention when we have a provision in the constitution whereby officials may be recalled by a vote of the entire membership.

"That is the reason that the committee has for the proposal of this amendment."

Vice-president JUNKER (New York City, No. 4), seconded the amendment proposed by the committee.

Delegate WATKINS (San Francisco, No. 1): "I will first read the minority report upon the proposed amendment to article 6, section 1, submitted by Delegate EBEY, and on which the minority of the Committee on Constitution reports adversely. The section reads as it stands at present in the Constitution:

" 'The Executive Council shall be the governing body of and direct the policies of this Federation,' and then goes on to state the details of that.

"The proposed amendment as submitted by the majority of the committee reads, that instead of saying the Executive Council shall be the governing body, it says 'subject to the Convention,' an entirely meaningless phrase or clause. And the further part of the section provides that it be subject to the Convention, in the particulars in which it is subject to it. The governing body is to administer the affairs at Washington—that is what the governing body means, and it is simply a confusion of terms to introduce such an opening to the section."

A DELEGATE: "Will the Chair kindly state the amendment?"

THE PRESIDENT: "The minority report as offered by Delegate WATKINS is in opposition to any change in the wording of the existing section 1, article 6, leaving the wording of that section as it is at the present time."

Delegate FITZGERALD (New York City, No. 4): "Will the Chair not kindly read the amendment submitted by the Chairman of the Committee, so that we may see the merits of both propositions clearly?"

THE PRESIDENT: "Amendment as offered by the Chairman of the Committe on Constitution, majority report, provides for the insertion in line 12, of the following words in section 1, the words 'subject to the Convention'; and in lines 16, 17, and 18 certain words are omitted, so that section 1 as amended would read as follows:

Subject to the Convention, the Executive Council shall be the governing body of and direct the policies of this Federation. It shall fix the compensation and prescribe the duties of all officers and employees not otherwise provided for by this constitution.

"The effect of the amendment is to add 'subject to the Convention' in the first instance, and to eliminate the provision for recall of officers elected by the Convention by a two-thirds vote of the Executive Council, leaving the recall of officers so elected to the membership through referendum, as provided in another article."

Delegate BILLER (Washington, No. 2): "There is a question I want to ask, for an interpretation. When you say 'subject to the Convention' will it not be construed to mean that the action of the Executive Council during the year might be subject to action of the Convention for the succeeding year? As I understand the matter the Council is the Convention after the Convention is closed. It is a continuation of the Convention during the year, and if you make this Executive Council subject to the Convention might there not be a legal mix-up there that would make it possible for the next annual convention to bring the whole action of the Executive Council under its supervision?"

Vice-president JUNKER (New York City, No. 4): "Cannot this simply be amended and changed to read: 'The Executive Council shall in the interim between Conventions be the governing body?' "

Delegate WATKINS: "My position is that the remaining part of the section shows in what respect the Executive Council is subject to the Convention, in a sensible way, so that the

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Executive Council can be the governing body, as is the intention of the section. Now to say merely 'subject to the Convention,' not only adds confusion but prevents the Council from doing anything legally during the year, being subject to the next Convention. Who will do business with such an institution as that? The remaining part of this particular amendment is that there shall be no difference regarding the authority to fix the salaries, but still the Executive Council shall do it, simply as it already reads. The only change involved in the whole amendment consists in adding the words 'subject to the Convention,' which not only adds confusion but prevents the Council doing business in a legal manner. So I think the thing should be voted down. The substance of our report is adverse."

Chairman EBEY: "I would like to call attention to the reading of the entire section. I do not believe there is anything to Delegate WATKINS' statement that this proposed amendment does anything except to clarify and to bring into accord the various provisions of the sections as they now appear. Let me read to you the section as it now appears, or extracts from it without the amendment. The first sentence says, 'The Executive Council shall be the governing body of and direct the policies of this Convention.' That is the sentence as it stands by itself. Further down in the section it says: 'All matters affecting the policies and means of accomplishing the purpose of this Federation not otherwise specifically provided for herein or by the Convention'—placing right there the Convention in a superior position—'shall be vested in and disposed of by the Executive Council, which shall meet at such times and place expedient, and shall have full power in all matters at issue.' Does that give to the Council full power to function in the interim between conventions?"

A voice: "Certainly."

Chairman EBEY: "Isn't that wording quite plain to you gentlemen?"

A voice: "Sure."

Chairman EBEY: "You have no doubt in your minds that the action taken in the interim between Conventions would be satisfactory to any local department as to whether they had power to act in the premises?"

A voice: "No."

Chairman EBEY: "It seems to me that is perfectly clear. But as the constitution now stands it makes the Council the governing body of the Convention and then in the next sentence makes them subservient to the Convention, as we know they really are. You have now the idea clearly in mind. The Convention meets once a year. After the Convention is adjourned the Council, within the limits which the constitution provides and subject to the orders which they have received during the meeting of the Convention, proceeds to function, and in the absence of orders or directions from this Convention they have full powers in all matters at issue. Is not that plain? That is what we intend to do by submitting this amendment."

Delegate WATKINS (San Francisco, No. 1): "The explanation, as made by the chairman of the committee, does not explain. He read of matters, of functions, not otherwise provided for herein. Now, if we had done something at this Convention the Executive Council are bound by that; but if we say at the beginning 'subject to the Convention, the Executive Council shall be the governing body,' that qualifies everything they do. But if you say that in any act the Council is subject to the Convention, no one knows what it means. As it is at present, the meaning is at least plain."

Delegate FITZGERALD (New York City, No. 4): "There is one point not clear to me. I would like to ask if this amendment would deprive the Executive Council of the power of fixing the compensation of the officers of this organization."

Chairman EBEY: "There is an amendment submitted as a separate section following this, providing that the compensation of the President and Secretary-Treasurer shall be fixed by the Convention."

Delegate FITZGERALD: "That is entirely satisfactory."

THE PRESIDENT: "The motion is on the adoption of the majority report of the Committee on Constitution, providing for the insertion of the words, at the beginning of section 1, article 6, 'Subject to the Convention,' and providing for the elimination of the present provision for the recall of elected officers by a two-thirds vote of the Executive Council."

On motion of Delegate CLOUD (Philadelphia, No. 23), seconded by Delegate REA (Omaha, No. 20), the two provisions were separated and, on a vote, both were adopted as reported by the committee.

THE PRESIDENT: "The Chair at this time wishes to call attention to the fact that by the adoption of the amendment adding two vice-presidents to the membership of the Executive Council it is necessary to change one word in line 25, page 7, section 1, article 6, which reads at present, 'the concurrence of five members of the Executive Council shall be necessary for the transaction of business except as hereinbefore provided.' With eleven members the majority would be six."

Delegate SAAL (New York City, No. 4): "I move the constitution be amended, page 7, line 25, by substituting the word 'six' for the word 'five'" (seconded by Delegate TAYLOR, Washington, No. 71).

Adopted.

Chairman EBEY, from Committee on Constitution: "The committee reports the following amendment: A new section to be provided, section 5, amendment to article 6:

"Section 5. The salaries of the President and Secretary-Treasurer, and the per diem allowance in lieu of subsistence, of all officers, shall be fixed by the Convention."

Delegate WATKINS (San Francisco, No. 1), as a minority of the Committee on Constitution, made an adverse report on the proposed amendment.

The report of the committee was adopted.

On motion of Delegate RYAN (Washington, No. 2), seconded by Delegate REA (Omaha, No. 20), the words on page 6, section 1, article 5, "unless any officer is sooner recalled by a two-thirds vote of the entire Executive Council," were stricken out, so that the last sentence of the section should read: "The terms of all officers shall be one year or until their successors are elected and duly qualified, which terms shall begin on the first day of October following conventions, unless any officer is sooner recalled."

Chairman EBEY: "The Committee on Constitution proposes an amendment to section 4, article 5—the section begins with line 17, page 6—consisting of the substitution of the word 'two' for the word 'three' in the first line, that is, line 17, making it read as follows: 'Section 4. *Eligibility.*—Not more than two resident members of any city shall be eligible for election as officers of this Federation.' I will not read the entire section because that is the only part amended."

Delegate RYAN (Washington, No. 2): "I rise to ask a question. The phrase 'three, being resident members of any city,' has always bothered me. Just what does it mean? Naturally those sent to Washington are national officers and may belong to the Washington locals when they become residents of that city."

Delegate ETHERIDGE (Chilocco, No. 46): "I think we ought to be very careful as to exactly what is meant by three 'resident members' for this reason. The President and the Secretary-Treasurer will necessarily be residents of the city of Washington so long as the national offices are maintained in Washington. The result of that, if this provision should be

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construed so as to mean, in the strict sense, members of the Federation, would be to deprive the largest local in the country, namely, Washington, of any possibility of representation upon the Executive Council unless either the President or the Secretary-Treasurer should happen to be a resident of Washington. With that in mind I will have to move an amendment to the report of the committee, to insert after the word 'members' the words 'of any local.' It will make it read, 'not more than two resident members of any local in any town or city.'"

A delegate: "Why wouldn't this be sufficient, 'not more than two members of any local?'"

Delegate MONROE (Seattle, No. 8): "We have four locals in Washington, D. C., so that would mean they could have eight vice-presidents in Washington."

Delegate ETHERIDGE then suggested the phraseology, 'not more than three members of any local in any city or town.'

THE PRESIDENT: "It strikes the Chair that that would not relieve the objection made by Delegate MONROE. Not more than a certain number of any local of any city would still be a limitation only on that local, not on the city. There might still be two or three members of any local, and if there were two locals or five locals in that city they would each be eligible."

Delegate CLOUD (Philadelphia, No. 23): "Why not drop that word 'local'?"

Delegate ETHERIDGE: "Not more than three in any city."

THE PRESIDENT: "That is the report of the committee."

Delegate FITZGERALD (New York City, No. 4): "Would it not be advisable to say, 'not more than two resident members exclusive of the President and the Secretary-Treasurer'?"

THE PRESIDENT: "That would be open to the objection that the President and the Secretary-Treasurer might both be members of a local in a city where the National headquarters are located. Then, in addition to that, under the expression as used by Delegate FITZGERALD there could be the extra members of that local who could become vice-presidents."

Delegate WATKINS (San Francisco, No. 1): "If we leave the section as it appears at present—'not more than three resident members'—it would cover all the difficulties we have discussed; that is to say, the President and the Secretary-Treasurer would occupy two of the places and we should then be confined to one vice-president from the locality from which they came."

Delegate HARRIS (New Orleans, No. 22): "I think the whole thing can be changed by striking out 'members of any city' and saying, 'not more than two persons of any one local' shall be considered."

Chairman EBEY: "Two questions have been raised here in connection with this proposed amendment. The point first raised had reference to the confusion over the question as to what is meant by a resident member. Then another question was injected by Delegate ETHERIDGE. The object of this amendment is just what Delegate ETHERIDGE is attempting to get around by putting in some amendment, and that is this: We don't want three members on the Council coming from one locailty. We can't make provision regarding only one local in Washington because they have a number of locals. We left it as it is so as to provide there should be only two members on the Council from Washington, which I think is fair. Now, we don't care whether they are president and vice-president, or president and secretary-treasurer; but if there are a president and a secretary-treasurer from the Washington Local, what we want to avoid is putting a third member of that organization, who would be a vice-president, on the Council."

Delegate ETHERIDGE: "According to Delegate EBEY's statement, we are in perfect accord; that is, that there could not be more than two members belonging to the Union in any one city; but is it not Delegate EBEY's opinion that, if we had a president from California and a secretary-treasurer from Massachusetts, they would become then resident members of Washington?"

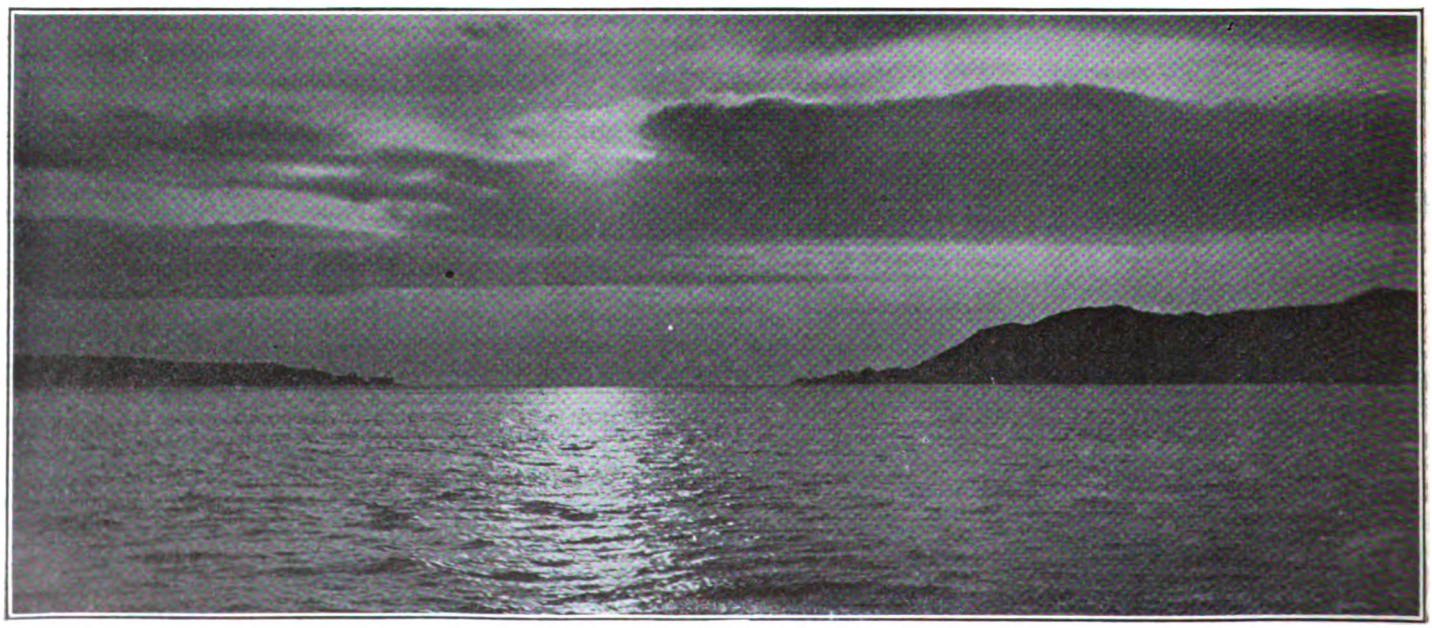
Chairman EBEY: "Not unless they belong to a Washington local. I don't consider that the place where a member sojourns makes him a resident of that city; that accident of residence in Washington for a longer or shorter period has anything to do with the question."

THE PRESIDENT: "The question is on the amendment of the Committee on Constitution, striking out the word 'three' in line 17, page 6, section 4, article 5, and inserting the word 'two'; so that section 4, article 5, as amended, should read, 'Not more than two resident members of any city shall be eligible for election as officers of this Federation.'"

The amendment was adopted.

Chairman EBEY: "That closes the partial report of the Committee on Constitution."

(To be continued in our next issue)



SUNSET ON THE GOLDEN GATE

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New Members of the Executive Council

Brother CHARLES F. HUTCHINSON, who was elected by the Convention Fourth Vice-president, was not a novice in trade-unionism when he entered the government service in September, 1912, having carried a card in the Electrical Workers' organization. A few months later he was invited by John Burns, the organizer of the body which later became Federal Employees Union No. 1, of San Francisco, to cast his fortunes with the then early union of government workers, and responded with enthusiasm to the call. The duties of secretary fell to his lot, and subsequently he served his local as secretary-treasurer, treasurer, second vice-president, delegate to the San Francisco Labor Council, and delegate to the Second and Third N. F. F. E. conventions. Brother Hutchinson is the first representative of the Pacific Coast locals to sit on the Executive Council.

Sister GERTRUDE M. MCNALLY, the choice of the Convention for the position of Eighth Vice-president and the second woman to be given a place on the Council, is a native of Baltimore. She entered the service of the Bureau of Engraving and Printing in June, 1906. About three years later Sister McNally was instrumental in forming in that great establishment the first general federal employees' union in the country, composed of some 500 members, approximately one-fifth of the force of women engaged there in turning out government paper money and securities. Gradually through united effort the wage scale of these women workers has been substantially increased. As secretary and an ever-active spirit in the union, Sister McNally has had much to do with improving the condition of the employees with regard to pay and the general features of their employment. In February, 1918, she left the bureau to accept a position in the War Risk Insurance Bureau. Here she remained only a few months, joining the staff of our National Federation as an organizer in July of the same year, since which her efforts have been devoted to the upbuilding of the organization.

The present Women's Union of the Bureau of Engraving and Printing, of which Sister McNally is still secretary, constitutes Local No. 105 of the N. F. F. E.

Brother CLIFFORD A. PERKINS, of El Paso, Texas, who has just been elected Ninth Vice-president of our National Federation, confesses to being thirty years of age and a native of Wisconsin. He is chief of division in the Immigration office at El Paso, a position he has filled for the last year. A member of the Federal Employees Union since its organization, for a twelve-month Brother Perkins has been president of the local in his city. During this time the membership has more than doubled, upward of five hundred names now being on the roll, and the finances of the union are in excellent condition. For the last two years Brother Perkins has served as a delegate to the Central Labor Union.

The Immigration Service has demanded of him virtually every kind of work to which an inspector could be detailed on the Mexican border, from the arduous work of a mounted inspector to the ever-changing and at times exciting duty of enforcing the Chinese Exclusion Act and apprehending smugglers.

For ten of the twelve years spent by Brother Perkins in the Southwest he has been an inspector in the Service just mentioned. The remaining time has been claimed by the Postal Service.

Brother Perkins is a staunch believer in both the principles and the future of our National Federation and will devote no little time and energy in his new and responsible position to the upbuilding of the organization.

Brother Griffith Retires from the Council

In the retirement of Brother WILLIAM T. GRIFFITH from the office of Fourth Vice-president of our National Federation the organization has lost the services of an efficient counselor and worker, who has given two years to the cause as a member of the Executive Council.

Brother Griffith's career in the government service began in 1911, when he accepted an appointment in the Custom House at El Paso, Texas. After finding from a few years' experience that public office is not the road to wealth, to say the least, in 1915 he transferred his allegiance to the Immigration Service. Somewhat less than two years later he launched into the labor movement as one of the seven charter members of the El Paso Local, becoming financial secretary and delegate to the Washington Convention, which formed our National Federation. Brother Griffith was the choice of the Convention for Fifth Vice-president and the next year, at the Chicago meeting, he moved up into the position of Fourth Vice-president.

In October of last year Brother Griffith resigned from the government service to become labor's representative on the Board of Commissioners of El Paso. Six months later he was elected to succeed himself for two years by the largest majority received by any candidate for the City Council.

Brother Griffith was the choice of the El Paso Local for President during the second year of its existence and helped to form several other locals along the Mexican border. He is also in his second year as First Vice-president of the Central Labor Union of his city.

Discharge of Employees Without Notice

IN VIEW of the fact that government employees, in various branches of the service are constantly being discharged without notice, a resolution on the subject adopted by the San Francisco Convention is of timely interest. The

> *Resolution No. 92 (introduced by Delegate* ALDRICH, *New York City No. 4), unanimously adopted by the Third Annual Convention of the* NATIONAL FEDERATION OF FEDERAL EMPLOYEES:
>
> WHEREAS, *The government service is a more or less specialized service, and is really in the various Departments a craft, or a profession, therefore be it*
>
> *Resolved, That thirty days notice of discharge, furlough, or placing on the inactive list should be allowed, over and above all leave with pay coming to them, to all civil service employees who are not dismissed on charges, and that one-half of this period be allowed them as special leave to seek for other work.*

plea is made by certain officials that the employees affected are on the temporary roll, and that therefore no notice is necessary. This position may be in accord with the letter of the law, but, after all is said, the Government is left in the unenviable position of dealing with its employees on a distinctly lower plane with regard to justice and fair treatment than that occupied by even the average private business establishment.

There is a strong and growing demand, accentuated by recent wholesale removals without notice of employees in Washington, that the matter be pressed on the attention of department heads, and, if necessary, carried to the President and Congress.

Noah would have saved future soldiers a lot of trouble if he had swatted those two cooties when they marched up the gang plank of the ark. —*New York Evening Mail.*

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San Francisco as Host to Our Delegates

IN our issue of October 11 acknowledgement was briefly made of the generous hospitality extended to the delegates to the Convention by our San Francisco brethren of Local No. 1. Pages could be devoted to this phase of our third yearly gathering without going beyond the demands of the occasion.

The hosts had hardly set foot in the California metropolis before they were duly warned to hold themselves in readiness for an outing the next day (Sunday, September 7), accompanied by an apology for failure to provide entertainment forthwith, plans having been upset by a sad disarrangement in the train schedule.

Notwithstanding an unexpected rainstorm the next afternoon the delegates and their friends got much enjoyment from an excursion across the bay, which is justly the pride of every San Franciscan, and thence by "the crookedest railroad in the world" to the summit of Mount Tamalpais, which commands a marvelous view of the country for many miles around and of the broad waters of the Pacific and the bay.

From the outset until the close of the Convention and even beyond our Coast, brethren did not allow time to drag. They commandeered every hour that could be spared from the work of the Convention, which of course always had precedence, to give their visiting friends some notion of the way they do things "out West."

On Admission Day (September 9), the Sixty-ninth Anniversary of the entrance of California into the Union, it was decreed sacrilege for anyone in San Francisco to work except under pressure of dire necessity. In the morning the visitors were treated to a unique and most interesting parade —that of the Daughters and the Sons of the Golden West. An automobile trip through part of the residential section of the city and the famed Golden Gate Park occupied the afternoon and left a trail of pleasant memories.

On Wednesday evening, September 10, the delegates were guests of honor at a banquet tendered them by the San Francisco local, at the Argonaut's Hotel. Brother Berryessa, the untiring secretary of the local, acted as toastmaster in most acceptable style, laying stress on the sentiment "Loyalty —One for All and All for One." A number of speakers, including many delegates, responded to the toastmaster's calls, as follows:

J. O. Davis, Collector of Customs, "Our Government"; James H. Barry, Naval Officer of Customs, "The Customs Service and the Nolan Bill"; T. W. H. Shanahan, Superintendent United States Mint, "Retirement"; Walter MacArthur, Shipping Commissioner, "Organization"; Justus S. Wardell, Collector of Internal Revenue, "Our President"; William J. McGee, Assistant Treasurer of United States, "The Treasury Department"; Edward White, Commissioner of Immigration, "Our State"; Charles A. Nelson, Supervisor, representing "His Majesty, the Mayor," "Welcome"; Luther C. Steward, President of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, "Our National"; Paul Scharrenberg, Secretary State Federation of Labor, "The A. F. of L."

All stayed until the "small hours" and then departed regretfully, voting the evening a big success.

Besides the gayeties already mentioned our San Francisco friends were responsible for an evening trip through Chinatown, and an outing the morning after adjournment to Angell Island in the bay.

If THE FEDERAL EMPLOYEE were to attempt, on behalf of the delegates, to give honor where honor is due for the fine hospitality and spirit of welcome at all times shown the visiting brethren while in San Francisco it would be necessary to set forth here the entire membership roll of Local No. 1. The only recourse under the circumstances is to say that the San Francisco delegates—Brothers Berryessa, Scully, Hutchinson, Watkins, and Peabody—were everywhere in the van in looking after the comfort and pleasure of their guests. Brother Hamburg as chairman of the Entertainment Committee did yeoman service, being constantly "on the job." Brother Looney likewise was much in evidence when things were to be done. The "administration" in charge of the affairs of Local No. 1, under whose direction the strenuous work of looking after the interests of the Convention was so admirably carried out, consists of D. H. McClure, president; W. J. Varnes, first vice-president; C. F. Hutchinson, second vice-president; Mrs. O. F. Ritter, third vice-president; Al. Berryessa, secretary; L. W. Harless, treasurer.

Delegates Guests of Salt Lake and Denver Locals

San Francisco was not alone in adding to the enjoyment of their brethren who represented the organization at the Third Convention. Those delegates who traveled to the Coast by way of Salt Lake City and Denver will remember for many a year the two delightful evenings which they spent in those cities with their fellow-employees. Unfortunately their train, which carried a special car given over to eastern delegates and others Convention-bound, as well as delegates from other places, ran several hours behind schedule, so that the plans originally formed had to be materially altered at the last moment. Nevertheless everything in the end passed off very happily.

A DELIGHTFUL EVENING SPENT IN UTAH'S CAPITAL

On reaching Salt Lake City the visitors were met at the station by a delegation from the local union under the able leadership of President Pillow. Opportunity was given to attend an organ recital in the great Mormon edifice, an impressive and much appreciated occasion. Then followed a sight-seeing automobile tour through the city, at the conclusion of which all enjoyed a banquet at the Wilson Hotel. President Pillow presided. The principal speakers of the evening were State Senator Olsen, of Utah, and President Steward.

THE HOURS IN THE ROCKIES PASS TOO QUICKLY

In Denver the scene of the next adventure was staged in the midst of the Rockies. The evening began as in Salt Lake City, with a much delayed train. As it was five o'clock no time could be lost—"daylight saving" was most popular then. Speedy automobiles soon carried the visiting delegates up into the mountains, amid grand and awe-inspiring scenery. A brief stop was made at Buffalo Bill's grave, on the summit of Wildcat Mountain, overlooking the city of Denver and a broad expanse of country. Dinner was served in the wilds and full justice was done to "hot dogs" and other welcome dainties. After a ride of many miles through the mountains, during which an altitude of 8,000 feet was reached, the party was taken back to Denver through the wild and romantic Bear Creek Canyon.

It may well be doubted whether the visiting delegates enjoyed any part of their trip more than the hours in the Rockies and all were loud in their praises of their Denver brethren whose thought and effort made it possible.

To the regret of all Brother Hoage, President of the local, could not be in Denver for the occasion, but his place was most ably filled by brothers and sisters from the union ranks.

Consideration

Tommy (at Red Cross concert)—"What's that man got his eyes shut for while he's singing?"

Friend—"Because he can't bear to see us suffer."—*London Opinion*.

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Nolan Minimum Wage Bill Again Subject of Hearing

TESTIMONY as to the need for immediate passage of the Nolan Minimum Wage bill for government employees was again presented to the Senate Committee on Education and Labor Friday morning, October 10, by our National Federation. The hearing was arranged by Senator Kenyon, chairman of the Committee, to satisfy questions in the minds of some members of his committee, and was attended also by Senators Phipps of Colorado and Wolcott of Delaware, who have not attended the previous hearings on the subject, and by Senators Hoke Smith of Georgia and Walsh of Massachusetts. The bill provides a minimum of $3 per day, $90 per month, $1,080 per year, or 37½ cents per hour for employees of the Government with but few exceptions.

Representative John I. Nolan of California, who introduced the bill in the House of Representatives and piloted it through that body with the overwhelming vote of 327 to 48, attended the hearing to urge upon the Senate Committee the importance of the principle of a minimum living wage for employees of the United States Government, and the critical needs of the 66,000 workers whose wages would be directly affected by the bill. Of this number 27,000 are in the District of Columbia, and the remainder are to be found in the Customs, Indian, Fisheries, and Lighthouse Services, the Custodian Force of the federal buildings, and various other branches of the Government in all parts of the country.

Following Mr. Nolan's statement, a number of witnesses were introduced by National President Luther C. Steward, who made a brief statement summarizing the existing conditions and needs of the service. As the hearing had been called on a few hours' notice, the out-of-town services could not be represented, but the struggle of government workers for existence with the present high cost of living was vividly set forth by employees of the Bureau of Engraving and Printing, the Government Printing Office, the Postoffice Department, the District of Columbia government, and the public schools.

Miss Nora B. James, president of the Women's Union of the Bureau of Engraving and Printing, stated that all of the 4,000 in her organization at present receive base pay less than $3 per day, namely, $2.37 to $2.88 per day, and that 70 per cent of these women have dependents. This statement was corroborated by Mrs. Elizabeth Nutwell, Mrs. Sarah Henry, Mrs. Mary McNaughton, Mrs. Jessie Proctor, and Mrs. Mary Provost, all employed at the Bureau of Engraving and Printing, and all of them having children dependent upon them.

E. N. Morris, a messenger for the Board of Charities of the District of Columbia, testified that he is rated as a messenger at $60 per month, but that his duties are partly clerical, that he attends to the transportation of insane patients to the hospital, deposits the funds of the board, and does a variety of other work; that he has been so employed for eleven years without an increase in pay, and on that sum has to maintain himself, his wife and four children.

Mrs. Myrtle McAvoy, of the Women's Bindery Union, employed at the Government Printing Office; J. A. H. Hargett, watchman at the Postoffice Department; Edwin W. Robb, of the Bureau of Engraving and Printing, and W. L. Balderson, of the Government Printing Office, reported similar difficult experiences to meet the cost of living, and Miss Florence Mortimer, vice-president of the Grade Teachers Union, stated that 1,400 school teachers in the District of Columbia are now receiving but $860 per year.

Of the members of the Senate Committee on Education and Labor, Senators Kenyon, of Iowa, chairman; Borah, of Idaho; Walsh, of Massachusetts, and Jones, of New Mexico, have declared themselves in support of the bill.

Women Discriminated Against in the Civil Service

IMPORTANT RESULTS OF WOMAN'S BUREAU INVESTIGATIONS

WOMEN were barred from 60 per cent of the government positions for which examinations were held in the first six months of 1919, according to an official report made public a short time ago by the Woman's Bureau of the U. S. Department of Labor. This statement covers examinations for 260 different types of positions, *exclusive* of manufacturing and mechanical positions in the ordnance factories, quartermaster depots and navy yards, and *exclusive* of unskilled labor.

According to the report women were not allowed to compete for 16 per cent of the clerical positions.

The complete report, which will be made within a few weeks, it is stated by Miss Mary Anderson, director of the Women's Bureau, covers investigations which have been in progress for a month past, and are being extended in response to a request from the NATIONAL FEDERATION OF FEDERAL EMPLOYEES in a resolution adopted at the recent convention of the Federation at San Francisco, calling upon the Woman's Bureau to make a thorough study of all the conditions of employment of women in the federal civil service, especially with reference to the disparity between women's opportunities for appointment, promotion, and rates of pay as compared with men.

The second and larger section of the report will consist of an analysis of the salary scale of women in the government service, the requirements of the positions they fill, and the specific inequalities in the pay they receive.

Miss Anderson announces that the report will be placed at the service of the Reclassification Commission for the Civil Service, for the especial use of its advisory committees on employment policies and wages.

NEITHER RULE NOR LAW JUSTIFIES PRESENT PRACTICES

Although from the civil service law of 1870 "has sprung the custom of opening examinations or closing them to either sex at the discretion of the head of any department," there is neither rule nor law for such action, the report states. The 1870 statute reads:

Sec. 165. Women may, *in the discretion of the head of any department,* be appointed to any of the clerkships therein authorized by law, upon the same requisites and conditions, and with the same compensation, as are prescribed for men. (R. S. Act of July 12, 1870.) The Civil Service Rule requires that "Certifications shall be made without regard to sex unless sex is specified in the request."

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It is the practice of the Civil Service Commission, however, as indicated by a clause in all examination announcements, to use the registers from special examinations "to fill vacancies in this and *other positions requiring similar qualifications* in the departmental service as they may from time to time occur." Therefore, the report points out—

Barring women or men from any examination bars them not only from the special occupation for which the examination is given, but from all kindred occupations. All other bureaus which may require services of the same or like quality as those specified in the examination are confined to a register made up exclusively of one sex when the opposite sex might be as acceptable or preferable; or they must ask for a special examination in which no sex line is drawn; or they must seek the woman or man desired among those already in the government services. The bureau asking for the examination in the first instance may, without question, require the services of men only or women only, but by closing the examination to either sex, all other bureaus are restricted in the choice of service or forced to call for special examination entailing an additional expenditure of time and money.

POSITIONS FROM WHICH WOMEN ARE NOW BARRED

The types of government positions from which women were excluded in the first six months of 1919 and the proportional number of instances in which they were not allowed to compete were:

Position	*Per cent*
Clerical service	15.9
Managerial and other expert office service	25.0
Miscellaneous professional service (editorial work, teaching and nursing)	30.0
Mechanical and manufacturing service	87.0
Domestic, reformatory and rural service	83.0
Economic and sociological service	100.0
Biological science	61.5
Physical science	64.5
Medical science	75.0
Engineering	67.5

Total No. types of position, 260.
Total No. types of position barred to women, 155.

With 7 exceptions, or less than 3 per cent, all other examinations during the same period were open to men and women both.

THE OUTSIDE FIELD VERSUS THE GOVERNMENT SERVICE

More than 800,000 women are employed in scientific or professional pursuits outside the government service, according to the report, more than two million women are working in private manufacturing and mechanical establishments, and over 600,000 are in clerical occupations in private employ. Therefore, the report suggests, the question naturally arises as to what is the character of the government work in which women are not allowed to participate, and the detailed analysis of this phase, with wages paid, will be the subject of the forthcoming second section of the report.

Family Needs of Government Workers, $2,300

FOR THE use of the Joint Congressional Commission on Reclassification of Civil Service Salaries, Dr. Royal Meeker, U. S. Commissioner of Labor Statistics, has compiled a family budget showing the minimum cost of a "health and decency standard of living" in Washington for the typical family of five.

The cost of the same standard of living for a single woman, as ascertained by the Bureau of Labor Statistics, is $1,083 a year; for a single man, $1,000. Dr. Meeker itemizes the family budget as follows:

Food		$773.93
Clothing		
Husband	$121.16	
Wife	166.46	
Boy (11 yrs.)	96.60	
Girl (5 yrs.)	82.50	
Boy (2 yrs.)	47.00	513.72
Housing, fuel and light		428.00
Miscellaneous		546.82
Total		$2,262.47

That this is actually an irreducible minimum is urged by officers of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, who cite such items in the budget as an allowance of 1¼ quarts of milk per day for three little children; 1½ pairs of shoes per year for the father of the family, and one winter union suit each per year for father and mother. Other items in the budget are similarly meager as to quantity.

The cost of the budget, Dr. Meeker states, is based upon the actual price of food, clothing, rent and fuel in Washington at the present time.

Reception to Vice-President McNally by Philadelphia Local

A reception to the recently elected Eighth Vice-President of our National Federation, Miss Gertrude M. McNally, of Washington, D. C., was given by the Federal Employees Union of Philadelphia (Local No. 23) at the Parkway Building on Friday evening, October 24, at the close of the regular business meeting. About 600 members were present. Refreshments and dancing followed.

Departmental Branch Elections, Local No. 2

INTERIOR DEPARTMENT BRANCH

At the regular election in the Interior Department Branch held recently the following named persons were elected members of the Board of Representatives from that Branch for the term of one year, beginning in November:

PENSION OFFICE: Ulrey J. Biller, J. Q. A. Braden, Allen Bussius, S. L. Hoover, J. O. Roberts, L. B. Stine.
ST. ELIZABETH'S HOSPITALS George Baxter, Richard Bennet, James England, Dr. Silk, E. H. Weisbrod.
PATENT OFFICE: A. D. Adams, W. F. Avery, Miss M. K. Saunders, L. W. Worrell.
GEOLOGICAL SURVEY: W. C. Mendenhall, O. H. Rynex.
GENERAL LAND OFFICE: Miss F. N. Osburn, W. T. Paine.
SECRETARY'S OFFICE: H. I. Brackett, George A. Warren.
BUREAU OF EDUCATION: William R. Hood.
BUREAU OF MINES: James R. Jones.
INDIAN OFFICE: J. B. O'Neill.

DEPARTMENT OF AGRICULTURE BRANCH

The result of the recent election of officers in the Department of Agriculture Branch of Federal Employees Union No. 2 was announced at the monthly meeting of the branch held on October 16, as follows:

President, W. H. CONWAY.
Vice-President, DR. L. F. KEBLER.
Secretary, MRS. LILLIAN MCGREGOR.
Guardian, F. C. LUCAS.

The membership in this branch has quadrupled since the first of January, 1919, at which date it numbered about 600 persons, while on the first of October more than 2,400 members were in good standing; and others are fast falling in line.

The branch is a live, hustling one, and its meetings are well attended. At the recent meeting a committee was appointed to look into the feasibility of establishing a cooperative store for the department's employees.

WAR DEPARTMENT BRANCH

At the regular monthly meeting of the War Department, Branch of Washingon Local, No. 2, held October 3, representatives were elected to serve for the ensuing year on the Board of Representatives of Local No. 2 as follows: J. C. Blackwell, President; P. M. Kennerly, Vice-president, and Miss Georgia Ludwick, Secretary. It was announced that the War Department Branch would hold its regular meetings on the first Friday night in each month at Union headquarters, 1423 New York Avenue, Northwest.

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Union Officers Reply to Senator Myers

THAT no conflict of allegiance is involved when government employees ally themselves with the American Federation of Labor, is the reply of the executive committee of Federal Employees Union No. 2 to Senator Henry L. Myers, of Montana, as reported to the Board of Representatives of the Union at the meeting October 10. President Ryan's communication, which was in the form of a statement agreed to by all the members of the executive committee of the local, arose out of correspondence over the police situation, and read as follows:

"1. In his statement on the police question, Mr. Payne spoke as the representative of the Central Labor Union, duly delegated by that body for this task. He did not speak as the representative of the Federal Employees Union, having had no instructions of any kind from the Union.

"2. Mr. Payne's position was evidently misunderstood by the newspaper reporter, who not only misquoted him seriously, but described him as the representative of the Federal Employees Union, instead of the representative of the Central Labor Union. Since Mr. Payne has denied the statement attributed to him and denied that he represented the Federal Employees Union in this matter, our union sees no reason to repudiate him or to discipline him.

"3. No representative of this union could offer support of any kind that would involve strikes. As Mr. Ginder has told you, the constitution of this union forbids strikes or support of strikes against the United States Government.

"4. The executive committee of the union considers that no conflict of allegiance is involved when policemen or any other government employees ally themselves with the American Federation of Labor. In order that the relation may be clear, it should be said that Federal Employees Union No. 2 is a local of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, which in turn is affiliated with the American Federation of Labor. This union has never had anything but the most helpful cooperation from the organized labor movement in the United States. No request of any kind has ever been made of our organization from the American Federation of Labor or other labor bodies with which we are affiliated that could in the slightest degree suggest violation of the oath to the Government. Our experience of several years leads us to consider the organized labor movement as a patriotic, conservative force, tending to sane national progress. We are glad to note that workers everywhere—not only industrial workers, but government employees, teachers, retail salesmen, office employees, scientists and technical men—are organizing rapidly and affiliating with the organized labor movement."

SATURDAY HALF-HOLIDAY

President Luther C. Steward of our National Federation authorizes the following statement:

Last July a committee consisting of A. J. Berres, Secretary of Metal Trades Department, American Federation of Labor; N. P. Alifas, President of District Council No. 44, International Association of Machinists; Thomas F. Flaherty, Secretary-Treasurer of National Federation of Postffice Clerks; and Luther C. Steward, President of our National Federation, representing all federal employees affiliated to the American Federation of Labor, called on Secretary of Labor Wilson and presented to him the question of Saturday half-holiday. Secretary Wilson agreed to lay the matter before the President and Cabinet at the next Cabinet meeting and stated that he himself was heartily in favor of Saturday half-holiday throughout the year.

The committee again called on Secretary Wilson, who said that the matter had been presented as agreed on and that the President had asked the Attorney-General for an opinion as to the President's authority in the premises.

At a subsequent meeting between the committee and the Secretary of Labor it was learned that the Attorney-General had rendered an oral opinion to the effect that the President has authority to declare Saturday a half-holiday throughout the year by Executive Order in the District of Columbia and in States in which the legislatures have made Saturday a half-holiday. The President was unwilling, however, at that time (the latter part of August) to issue such an Executive Order, preferring to leave the decision to joint action by members of the Cabinet. Relief could not be secured in this way on account of objection on the part of certain members of the Cabinet.

Early in September the committee telegraphed President Wilson, who was then in the West, urging issuance of the desired order prior to September 15. Secretary Tumulty informed the committee that on account of pressure of important affairs the President could not take up the matter at that time. Owing to the President's illness since his return to Washington it has been impossible to present the matter again to him. At the first available opportunity an appointment with the President will be secured by the Committee and he will be urged to issue the necessary order. Should this not be forthcoming, a bill providing the relief sought for will be introduced in Congress and pushed for enactment into law.

Promising New Union in South Baltimore, Maryland

On October 10 a new local (No. 147) was organized among the employees of the United States Coast Guard at South Baltimore, Maryland. At a later meeting the membership was increased by about one-third. National President Luther C. Steward and Secretary-Treasurer E. J. Newmyer were present and talked of matters pertaining to the good of the organization. National Vice-president Chas. L. Wiegand, of the Baltimore Local, did the preliminary work which resulted in bringing into the fold our South Baltimore brethren. The president of the newly formed local is James E. Corpew, and the secretary, Albert T. Marvel.

Election of Officers by Kansas City (Mo.) Local

At a recent meeting of the Kansas City (Mo.) Local, No. 29, the following persons were elected officers for the ensuing year, beginning October 1: President, E. H. Linzee; Vice-president, Thomas Gore; Secretary, Mrs. W. E. Cramer; Treasurer, James O'Hara.

What He Wanted to Pass

On an American transport two days out from New York:

First Sambo (who is really enjoying the sea, to his dark companion, who has gone below)—"Nigger! Come on up! We're passing a ship!"

Voice from below—"I don't want to see no ship. You jes' call me when we're passing a tree!"—*Tit-Bits.*

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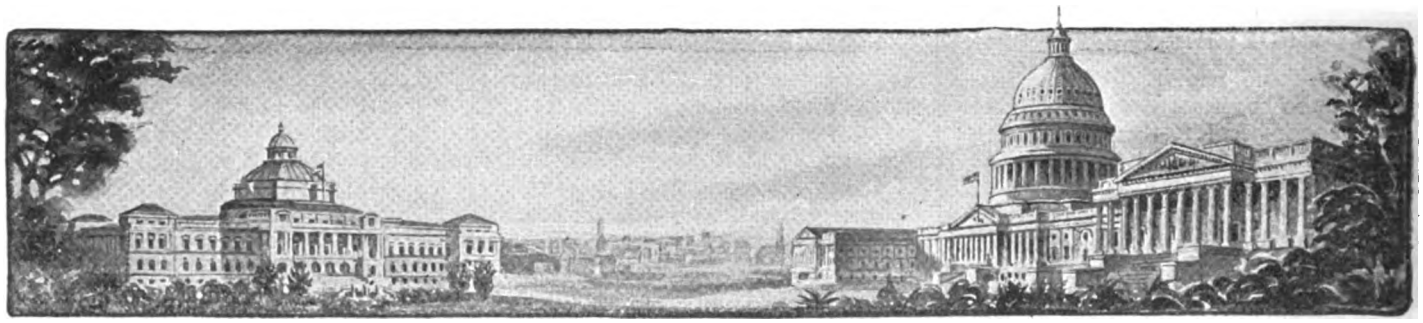

Editorials

THE SAN FRANCISCO CONVENTION

"Westward the course of empire takes its way." So it has been with our national conventions—first, Washington; then Chicago; and then the long leap to the Pacific Coast. Now the pendulum has swung back to the Mississippi Valley, St. Louis being the chosen city for 1920.

In answer to the call for our Third Annual Convention, 114 delegates, from 53 locals, met in San Francisco on the eighth of September to consider the many-sided problems confronting our organization. The gathering was on the whole thoroughly representative of our membership viewed from both the geographical and the occupational standpoint, all sections of the country and all branches of the government service answering "present" through their respective delegates.

In summing up the results of the San Francisco meeting it may be said that, in the large, the Convention stressed the position heretofore taken by our organization with regard to basic measures of moment to federal employees without venturing to any great extent into new fields. The retirement question was the subject of considerable discussion, at the close of which the Lehlbach-Sterling bill, now pending before Congress, was endorsed almost unanimously. Other measures which received the full support of the Convention and which together constitute a big constructive legislative program are the Nolan Minimum Wage bill; the repeal of the law restricting transfers at increased compensation; a comprehensive plan for pay for overtime work; the extension throughout "the field" of the jurisdiction of the Reclassification Commission; and the report of the same Commission with respect to the employees in the District of Columbia, which is nearing completion.

A fundamental addition to the legislative program of our National Federation was made by the unanimous adoption of a resolution instructing "the Executive Council to seek legislation providing for a central agency to handle personnel matters for all departments of the Government comparable to the employment management department of an industrial establishment, including appointments, promotions, demotions, dismissals, general conditions of employment, a training school for executives and a comprehensive promotion system, the said department to be composed of or controlled by a governing body composed of representatives of the Administration, the employees and the general public."

The Convention also placed the seal of its approval on a number of resolutions expressive of principles for which our organization stands as well as on many measures designed to bring about better conditions in the Civil Service as a whole and in its component services.

After extended consideration of the subject of a a plan of insurance for our membership the matter was ordered to be submitted to a referendum.

No little time and discussion were bestowed on the organic law of our National Federation, the principal changes in the constitution having the effect of augmenting the powers of the conventions, increasing the membership of the Executive Council from nine to eleven, and establishing a reserve fund.

Although the hours and work of the Convention were exacting, the social side of life was not entirely overlooked. Indeed, how *could* it be in the midst of our San Francisco brethren, who played the host most admirably, using every effort to make their visiting friends feel at home among the charms and beauties of the Golden West. A considerable number of the delegates also enjoyed the hospitality of the Salt Lake City and Denver brethren for an evening in each city en route to the coast, occasions which will long be pleasantly remembered.

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UNCLE SAM'S COLLECTIVE BARGAINING

The making of history in the world of labor is proceeding at so rapid a pace that it is difficult to keep abreast of the day in the developments that are taking place. The Government is directly responsible for a very important constructive measure in the field of collective bargaining, which has not received the attention it merits. This has reference to the national agreement entered into hardly more than a month ago between the United States Railroad Administration and the Railroad Department of the American Federation of Labor, providing for hours of labor, working conditions, and rates of pay for the half million railroad shop men on all the roads under government control. These employees are included in the international organizations of machinists, blacksmiths, sheet metal workers, boiler makers, electrical workers, and railway carmen.

The internationals are recognized in the agreement above mentioned as having the right to represent and negotiate for their respective groups. Some of the basic principles established are:

An eight-hour work day, with extra pay for overtime;

Abolition of piece work, bonus and premium systems;

Dealing with cases involving personal injury by committees or representatives in the same manner grievances are dealt with;

Handling of grievances, under certain rules, through committees conferring with railroad officials;

Establishment of craft point seniority and definite channels of promotion;

Wage rates to take effect May 1, 1919, and thirty days' notice to be given preparatory to amending the agreement.

It is said on good authority that this is the first agreement of national scope secured by any labor organization or group of such organizations in the United States. The action of the Railroad Administration in this instance seems to follow closely the line indicated by President Wilson, who, it will be recalled, in August of this year wrote Director General Hines of the Railroad Administration:

"You are hereby authorized to say to the railroad shop employees that the question of wages they have raised will be taken up and considered on its merits by the Director General in conference with their duly accredited representatives. I hope you will make it clear to the men concerned that the Railroad Administration cannot deal with problems of this sort or with problems affecting the men, EXCEPT THROUGH THE DULY CHOSEN INTERNATIONAL OFFICERS OF THE REGULARLY CONSTITUTED ORGANIZATIONS AND THEIR AUTHORIZED COMMITTEE."

Collestive bargaining with its employees in some cases at least, seems to have no terrors for the Government, judging from the foregoing record.

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OUR TRADE UNION COLLEGE

The addition to the educational facilities of the National Capital of a Trade Union College, with comprehensive courses of instruction and able instructors, is an event of more than passing interest and importance. Those who conceived and carried into effect this piece of constructive work deserve the thanks of the community and should receive wholehearted support. With Boston and Washington in the lead in the development of this phase of the education of the masses there is reason to believe that similar institutions will arise in other parts of the country to render service that is becoming more and more essential with the enormous growth of trade-unionism. In the extension of this work our locals can and should take active part.

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The National Federation of Federal Employees

Affiliated to the American Federation of Labor

Objects and Methods

SECTION 1. The objects of this Federation shall be to advance the social and economic welfare and education of the employees of the United States and to aid in the perfection of systems that will make for greater efficiency in the various services of the United States.

SEC. 2. The methods for attaining these objects shall be by petition to Congress, by creating and fostering public sentiment favorable to proposed reforms, by cooperation with government officials and employees, by legislation and other lawful means: **Provided, that under no circumstances shall this Federation engage in or support strikes against the United States Government.**

—From the Constitution of the N. F. F. E.

ORGANIZATION FOR THE WORKERS

PRESIDENT WILSON

"If there is not a right, on the part of the working man, to organize, then there ought not be a right on the part of capital to organize. It is the organization that makes capital strong, and it is not fair, from the legal point of view, or any other point of view, to prevent the rest of men dealing with capital from getting strength with organization that only organization brings."

EX-PRESIDENT ROOSEVELT

"If I were a factory employee, a workingman on the railroads or a wage-earner of any sort, I would undoubtedly join the union of my trade. If I disapproved of its policy I would join in order to fight that policy; if the union leaders were dishonest I would join in order to put them out. I believe in the union and I believe that all men who are benefited by the union are morally bound to help to the extent of their power in the common interests advanced by the union."

EX-PRESIDENT TAFT

"The right of workers to organize in trade unions and to bargain collectively through chosen representatives is recognized and affirmed. This right shall not be denied, abridged or interfered with by the employers in any manner whatsoever.—*From program of National War Labor Board, of which Ex-President Taft was one of the two chairmen, representing the public.*

THE FEDERATION'S BIG CONSTRUCTIVE PROGRAM

The legislative measures now on the Federation's calendar are:

(1) The Nolan Three-dollar-a-day Minimum Wage bill.

(2) The Retirement bill.

(3) Repeal of Law Restricting Transfers at Increased Compensation.

(4) Overtime Pay.

(5) Extension of Jurisdiction of the Reclassification Commission to Cover the Entire Field.

To this will shortly be added the report of the Reclassification Commission, which must be laid before Congress for enactment into law. These are all comprehensive measures and by themselves make up a big schedule.

An Employment Management Department for the Government

To that schedule, however, it is recommended that another big general measure be undertaken, namely, the establishment of a central agency to handle personnel matters for all departments of the Government, including appointments, promotions, demotions, dismissals, general conditions of employment, a training school for executive positions, and a comprehensive promotion system. This would mean either the expansion and revision of the functions of the existing Civil Service Commission or the setting up of an entirely new organization, comparable to the employment management department of an industrial establishment. It would necessarily involve revision of the civil service law. And it should provide for a governing body composed of representatives of the Administration, the employees, and the general public.

The foregoing is the Legislative Program of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES as outlined by President Steward in his last report.

This should command the active and enthusiastic support of every civilian employee of the Government.

Get Behind this Program and the Organization that is Fighting for it and Help to Carry it to Victory.

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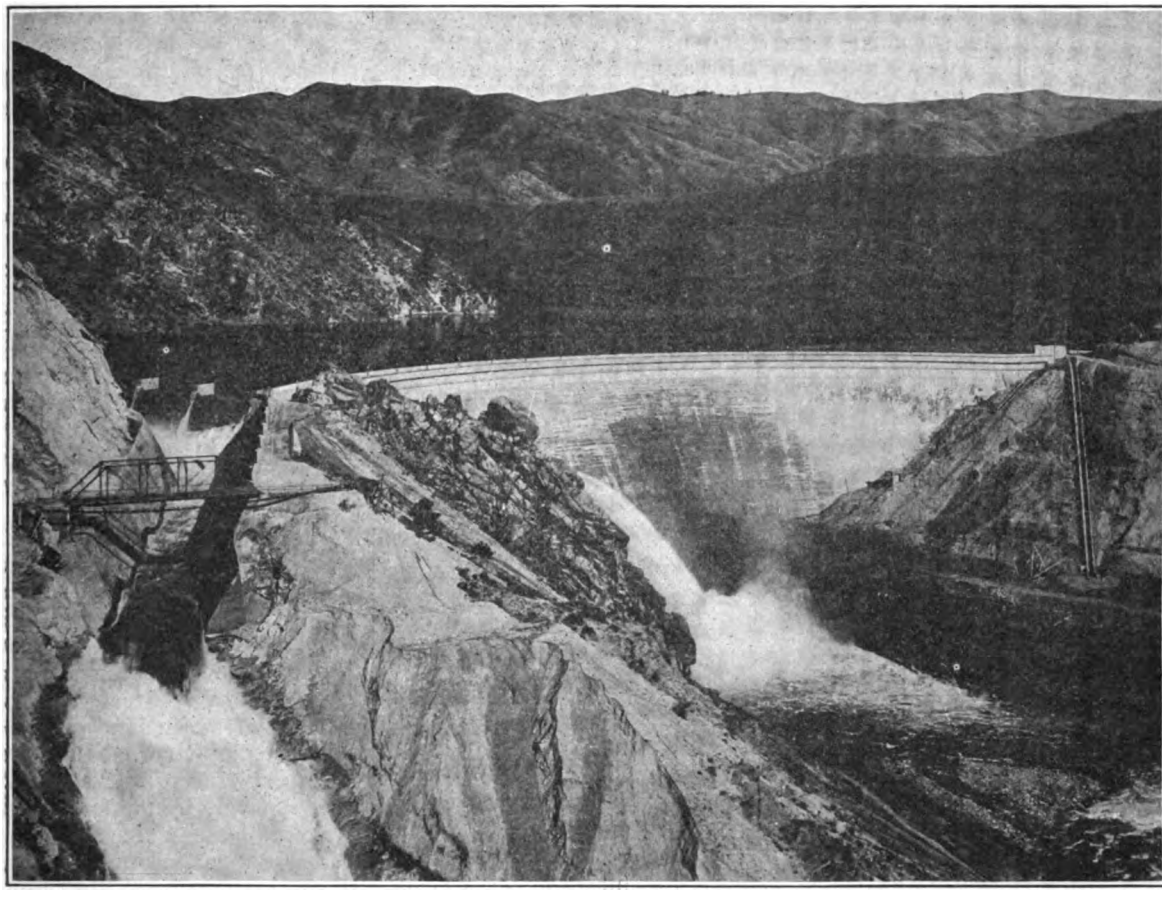

STORING IRRIGATION WATER
Arrowrock Dam, 348½ feet high, across Boise River, Idaho, holding back the water until needed for irrigation below.

National Reclamation

A sketch of the development of irrigation of arid lands in the United States. Yield from vast tracts formerly regarded as worthless far greater than that of similar lands in humid countries. Artificial irrigation has many advantages. Projects advanced in nine states.

Written for the Federal Employee

By ARTHUR P. DAVIS
Director, United States Reclamation Service

DISREGARDING the sporadic and crude attempts of the prehistoric inhabitants of the western United States to increase the crop yield by means of irrigation, the reclamation of the arid lands in the West by providing irrigation works to supply the needed moisture for agriculture began more than half a century ago by the individual efforts of stockmen in various localities. It consisted necessarily in the diversion of small streams upon their adjacent valleys where this could be accomplished with little effort. The works built were crude and the problems very simple, so that little expenditure was involved. The agricultural success of such efforts led to their gradual extension by farmers and groups of farmers with their own teams and their own efforts, and in time most of the simple, easy development was thus carried out and aggregated a large acreage brought under cultivation at very slight expense. The low value of land in those early days precluded the possibility of development of any of the more difficult enterprises.

EARLY PRIVATE ENTERPRISES PROVED FINANCIAL FAILURES

As the demand increased, corporations and other associations of capital undertook the development of the more difficult ventures, and considerable was accomplished in this way, but usually resulted in financial disaster to the investors because of the fact that it often required many years before even a majority of the area which the works were able to serve had been settled, resulting in slow returns on the investments and ruinous interest and overhead charges. The agricultural results were, however, as a rule, permanent and beneficial. Efforts of various kinds were put forth to develop the more difficult projects, and the cooperation of the general Government was extended in the passage of several acts, prominent among which were the Desert Land Law and the Carey Law, designed to put the public lands in position to become a basis for financing their own development.

A few of the most promising projects were carried out in this way, but the slow progress and evident limitations upon such effort led to the passage in 1902 of the law known as the

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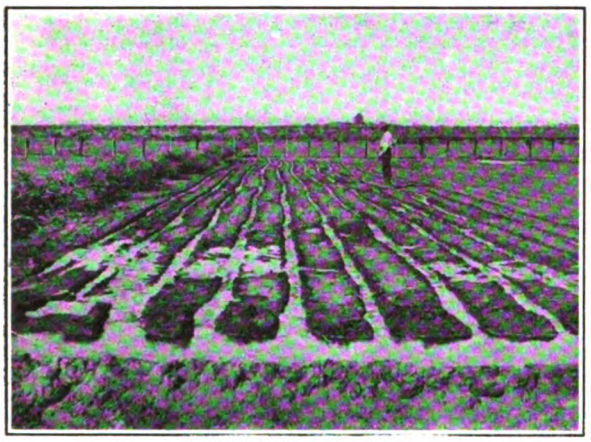
National Reclamation Act, which was designed to provide for the development of projects which were too large or too difficult to carry out by any other means. This law segregated the receipts from the sales of public land into a fund known as the Reclamation Fund, to be used in the construction and operation of irrigation works. It was largely experimental and its administration was for years beset with much uncertainty owing to the lack of precedents and of court decisions interpreting its provisions. Numerous acts amendatory of and supplementary to the Reclamation Act have been passed modifying or amplifying its provisions.



WATERING THE FIELDS
Irrigation by furrow method.

GOVERNMENT EXPENDITURES MERELY LOANS, TO BE REPAID

The Reclamation Law is unique in providing that large expenditures be made by the Government and that these expenditures must later be returned by the beneficiaries of the work. These provisions have been sustained by the courts, but efforts are made from time to time to relieve the beneficiaries of the work from the obligation to pay the money back. The advocates of such relief point to the vast expenditures on rivers and harbors, on public roads, public buildings and other public works of local benefit where no obligation to repay these expenditures is held against the beneficiaries. They point to the maintenance and operation of inland waterways which are paid for out of the public treasury and not charged to the traffic which utilizes them. The public officials who have not been sympathetic with these arguments but have insisted upon carrying out the provisions of the law, have thus invited criticism of their works, denunciation of their official acts and attacks upon their reputations. The judgment of the courts and the temper of Congress have, however, been tested to such an extent that there remains no doubt of the power and purpose to enforce this provision of the law, and it is now generally accepted as inevitable.

It should be said in justice to the irrigation interests that the campaign above referred to has always been carried on by a noisy minority and has never received the support of the majority in any irrigation state. No legislation designed to carry out their program has ever been favorably reported by any committee nor has it received any other support from Congress and no interpretation encouraging their attitude has been given by the courts, so that efforts looking toward repudiation have practically ceased, showing up only in rare sporadic cases.

RESULTS MORE THAN JUSTIFY COST OF IRRIGATION

Under the provisions of the Reclamation Act the United States has spent about $120,000,000 and has provided irrigation facilities and water supply for about 1,700,000 acres of land, of which about two-thirds are under actual irrigation and cultivation. In addition to the above a partial supply of stored water is being delivered to nearly 1,000,000 acres of land which was previously irrigated with an insufficient water supply and under enabling legislation purchased storage rights in government reservoirs.

The projects constructed are invariably those requiring heavy engineering work, usually involving construction of large storage reservoirs or long and difficult locations in mountainous country with a goodly proportion of tunneling, flume building and similar heavy work. It includes the construction of the Arrowrock Dam on the Boise River in Idaho, with a total height of 348½ feet, said to be the highest dam yet constructed. This dam impounds the water of Boise River and a portion of it is conducted to another reservoir constructed in the valley below known as the Deer Flat, which is closed by two large embankments of nearly two and a half million cubic yards of earth and gravel. The value of this stored water to the valley below during the past season has exceeded the total cost of the works which remain yet to render similar service through all time.

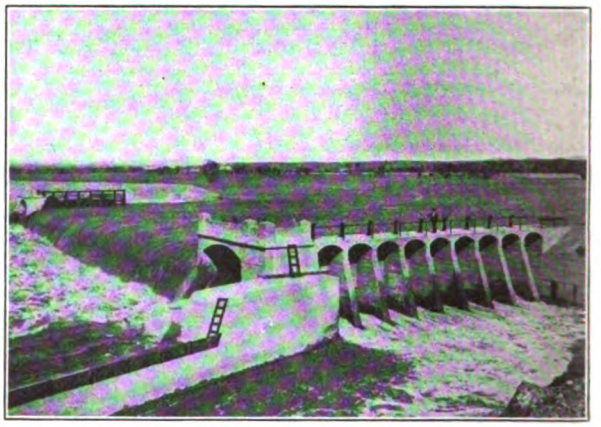
GOVERNMENT IRRIGATION PROJECTS COVER NINE STATES

In the Uncompahgre Valley, Colorado, the waters of Gunnison Canyon, formerly running to waste down the Grand Canyon of the Colorado, have been diverted through a tunnel six miles in length into the Uncompahgre Valley and there made to serve 100,000 acres of good agricultural land.

The waters of the Strawberry Creek, a tributary of the Duchesne River in Utah, are impounded by a large dam and diverted through the Wasatch Range by a tunnel four miles in length and used in the Valley of Spanish Fork, a tributary of Utah Lake.

On the Snake River in Idaho a dam 86 feet in height diverts water into a canal to irrigate 80,000 acres on the north side of Snake River and develops over 10,000 horse power, which is used for pumping water an average height of 70 feet to cover 50,000 acres of bench land on the south side of Snake River. This is one of the largest tracts in the world irrigated exclusively by pumping, and the same power plant which is occupied during the summer in pumping to these lands furnishes current for winter heating of the villages which have grown up on the tract, thus saving the consumption of a large amount of fuel.

On the Shoshone River in northern Wyoming a dam 328 feet in height has been constructed, which impounds water for the lands below, about 75,000 acres of which have been provided with ditches and the major portion is in cultivation. Canal systems are in course of construction to cover additional acres. About four miles of tunnels are included in this project.



DIVERTING THE WATER TO CANALS
Whalen Diversion Dam, North Platte River, Wyoming, and headworks of Interstate Canal.

In eastern Wyoming on the North Platte River the Pathfinder Dam has been built in a granite gorge. It impounds over a million acre feet of water, which is released when re-

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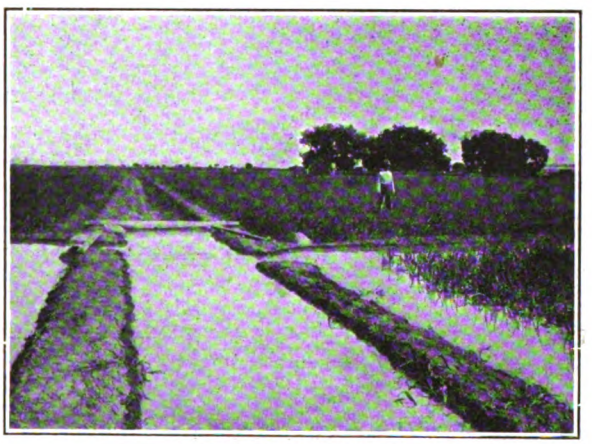
quired to serve canals, diverting about 150 miles below, for lands in Wyoming and Nebraska. About 150,000 acres of land are now being served by these waters and a canal system is in construction for serving nearly as much more. In addition to these lands a number of irrigation districts, diverting water from the North Platte River, have purchased storage rights from the Pathfinder Reservoir to supplement the supply in the latter part of the season when the river falls below their requirements. In addition to its vast irrigation benefits, the Pathfinder Reservoir has so regulated the North Platte River that in a single year it is said to have prevented damage fully equal to the entire cost of the reservoir.

On the Rio Grande in southern New Mexico, the Elephant Butte Dam has been constructed, which impounds about two and a half million acre-feet of water and regulates the erratic flow of this river, which discharges in some years ten to fifteen times as much as the total discharge of other years. This large reservoir controls the discharge of the great floods for utilization during the dry years, restores to Mexico the waters previously diverted in that country, and besides this will irrigate about 175,000 acres of land in New Mexico and Texas.

In the Yakima Valley in Washington the Reclamation Service has constructed three large reservoirs, impounding the runoff of the headquarters of the Yakima River, and these are diverted into two valleys below—the Tieton Valley to the west of the city of Yakima, and the Sunnyside Valley farther south. Other reservoirs in the same basin will be built as funds are made available. A large amount of fruit is raised on this project and the yield in a single year is greater than the cost of the project. It is susceptible of large extension.

On the Salt River in Arizona, there has been constructed a high dam of masonry known as the Roosevelt Dam. This impounds 1,350,000 acre-feet of water for use in the Salt River Valley below, where the results of irrigation are very strikingly exemplified. The gross yield on this project for 1918 was about 75 per cent greater than the total cost of the irrigation works. A large amount of power is developed, which is utilized in pumping from underground both to increase the water supply and to prevent injury to land from rising ground water. The power also serves the municipal and other requirements for electric current in the city of Phoenix in place of fuel, which is here very expensive, and the fluctuating surplus power when available is utilized in the neighboring copper mines. The income from the power developed on this project will be nearly enough to pay off the original construction charges as accrued. This project is susceptible of further development by the storage of water on the Rio Verde, a tributary of the Salt, which joins Salt River below Roosevelt Reservoir. This valley has been shown to be peculiarly adapted to the growth of long-staple Egyptian cotton, which commands a very high price and is not raised in quantities in any other part of this country.

On the Colorado River about 15 miles above the city of Yuma, the Government has built a diversion dam nearly one mile in length with rock abutments. It is founded entirely upon sand and diverts the waters of the river, which are used to serve the lands of Yuma Valley below the city of Yuma as well as a small tract on the Indian Reservation on the California side. The gross value of the agricultural yield of these lands in the past season was $113 per acre, exclusive of livestock products.



WATERING THE FIELDS
Irrigation by flooding between borders.

In northern California on Stony Creek, a tributary of the Sacramento River, has been constructed the East Park Reservoir, which impounds the waters of the stream, to be released at the proper time and diverted farther down upon lands in the vicinity of Orland, Cal. This is a very prosperous and rapidly developing project of 20,000 acres. The gross value of the crops grown on this project in 1918 was greater than the total cost of construction.

Near Belle Fourche, S. Dak., the waters of the Belle Fourche River are diverted into a large canal and carried into a reservoir which has been constructed on Owl Creek by a dam more than 6,000 feet in length and 115 feet high. These waters are conducted by canals to about 90,000 acres of land in South Dakota and a growing and prosperous community has been created.

The following tabulation gives some idea of the quantity and diversity of construction work which has been accomplished by the Reclamation Service:

Brief Summary of Construction Results to June 30, 1919

Estimated area of projects on completion, 3,213,860 acres.

Reservoir capacity available, 9,430,910 acre-feet.

Canals, ditches and drains, 10,834 miles.

Waste-water ditches, 665; drains, open, 643; drains, closed, 172; total, 1,480 miles.

Tunnels, 143,847 feet.

Storage and diversion dams, 13,512,048 cublic yards.

Dikes and levees, 4,517,664 cubic yards.

Canal structures: Concrete, 32,722; wood, 64,423; total number, 97,145.

Bridges 106,738 feet.

Culverts, 310,605 feet

Pipe, 2,641,515 linear feet.

Flumes 636,299 feet.

Canal lined: Concrete, 307.57 miles; wood, 4.10 miles; total, 311.67 miles.

Offices, residences, power plants, pumping stations, barns, storehouses and other buildings, total number, 1,374.

Wells, total number, 448.

Roads, 970 miles.

Railroads, 83 miles.

Telephones, 3,126 miles.

Transmission lines, 615 miles.

Power developed: Water and steam, 59,633 H. P.

Excavation: Earth, 154,473,487 cubic yards; indurated material, 9,913,065 cubic yards; rock, 8,409,722 cubic yards; total, 172,796,274 cubic yards.

Riprap, 1,892,728 cubic yards.

Paving, 819,408 square yards.

Concrete, 3,023,446 cubic yards.

Cement, 2,971,330 barrels.

The average value of products on the reclamation projects during 1918 was in excess of $64 per acre, and was almost exactly double the average acreage yield of the entire United States.

GREAT PRODUCTIVITY OF ARID LANDS UNDER IRRIGATION

The great yield of arid lands under irrigation is due to a number of fundamental causes. Arid lands as a

(*Continued on page* 696)

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INTERIOR OF A WEAVER'S WORKSHOP

Trade Unions

Their Origin and Objects, Influence and Efficacy

By WILLIAM TRANT, M. A.

I. Historical Sketch

The regulation of wages by the courts and by Parliament proves a failure. The workers persist in combining in spite of stringent laws enacted to prevent them so doing. The condition of the laboring masses combined with the progress of industry in the nineteenth century again forces upon them organization for self-protection.

(*Continued from our last issue*)

(See Editor's note at the end of this article)

FIXING OF WAGES BY THE COURTS DISASTROUS

I MUST mention other legislation that emphasized the evils already indicated. A condition had been produced which created a class who required not only work, but food, and it was sought to remedy the evil by the enactment of poor laws. I must refer the reader elsewhere for an account of statutes whose chief result was the manufacture of paupers, and whose only effect could be to make the poor poorer. It will be sufficient to say here that the justices in quarters, sessions *had power to fix wages*, a power that continued under legal sanction till 1812. Naturally they were fixed at the lowest possible figure, the justices knowing full well that any deficiency would be paid out of the poor rates, to which all occupiers—that is, the country at large—would be obliged to contribute. There could be but one result from this. Wages would continually fall, and the amount of poor relief as continually rise. As a consequence, the time would ultimately arrive when it would require the whole of the rent from land in order to relieve the poor. Indeed, that condition was being approached

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TRADESMEN-PREACHERS IN THE CITY OF LONDON, 1647
(*Broadside in British Museum*)
About the time of the opening of the Long Parliament, a host of emigrants from New England reinforced the adherents of the Congregational or Independent body. Bishop Hall scornfully referred to the congregations of this faith as "instructed by guides fit for them, cobblers, tailors, feltmakers, and such-like trash."

and would undoubtedly have been reached but for the discovery of steam power and machine weaving, which, as will appear later on, created a great demand for labor and raised wages.

COMBINATIONS OF WORKING MEN MADE ILLEGAL; THE RESULT

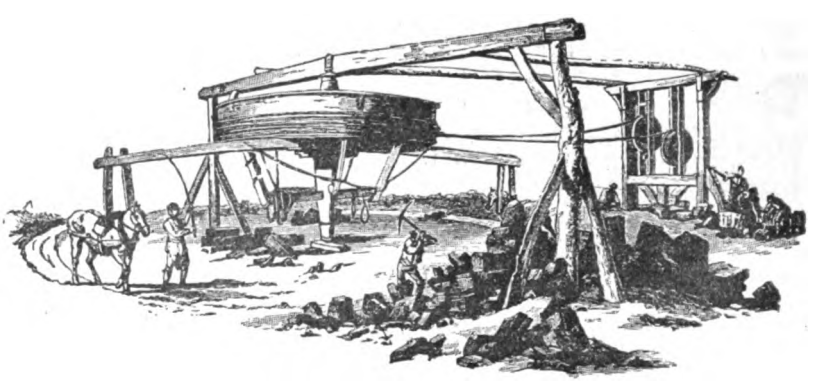
In spite of all these difficulties, however, the men continued to combine, and the legislature to pass laws against combination. The revolution of 1688 gave no liberties to the artisans and the peasants. In the sixteenth and seventeenth centuries it was ordained that "journeymen should make no unlawful assemblies, brotherhoods, congregations, and flockings together." The Act of 2 and 3 Ed. VI, c. 15 [October issue, p. 611] was confirmed by 22-23 Charles II, and was in force until the reign of George IV. The stringent laws, too, to which workingmen were subjected after the Restoration, rendered their position far from comfortable or just. As if the statutes were not sufficiently rigorous, the construction of the existing laws, the offense of conspiracy, originally referring to combinations for the purpose of procuring false evidence, or of committing some crime, was extended to associations of workmen whose purpose was to raise wages. Even so late as the end of the last century the farm laborer had no right to sell his labor in the best market, but was compelled to work for any employer in his parish who chose to demand his services at a price fixed by statute. It was not until 1795 that a workman could legally travel in search of employment out of his own parish. In 1545 the City of London complained that the importation of foreign manufacturers was ruining the country, and demanded low wages as a remedy. In 1680 there was, as there is now, the cry that if we paid our artisans high wages we should be unable to compete with foreign countries. In that year Mr. John Bassett, the member for Barnstaple, remarked that it was impossible for our textures to maintain a competition with the produce of the Indian looms.

"An English mechanic," he said, "instead of slaving like a native of Bengal for a piece of copper, exacted a shilling a day." . . . There were even then, as indeed there always have been, attempts to reduce the amount; and there is ample evidence that so long ago as when the above words were spoken there was "the vehement and bitter cry of labor against capital." "For so miserable a recompense," wrote Lord Macaulay on the aforesaid one shilling a day, "were the producers of wealth compelled to toil, rising early and lying down late, while the master clothier eating, sleeping, and idling, became rich by their exertions."

From the earliest times until the present day, then, employers have endeavored to pay their men as little as possible for as many hours' work as they could possibly get out of them. In this task the masters have ever been assisted by a Parliament of sympathizing friends—a Parliament which has always yielded reluctantly to any measure calculated to improve the masses, but has greedily accepted any proposal to benefit the few at the cost of many; and although the onward and upward march of civilization has rendered such conduct less easy in the present day, yet still there is the old tendency to legislate as though the capitalist were entitled to all the plums and the laborer to all the kicks.

REGULATION OF WAGES BY LAW A FAILURE

The numerous attempts to fix wages by Act of Parliament were nearly all failures. The assessment of weavers' wages by the Justices had fallen into disuse before 1720. In that year the Justices reasserted the authority they possessed, and fixed wages, but their injunctions were disregarded. So late as 1768 an Act was passed compelling the London tailors to work from 6 a. m. to 7 p. m., with an interval of one hour only for refreshments. The same Act also fixed the



COLLIERY
Pyne, "Microcosm," 1803–1806

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wages of the clothworker at 2s. 7d. a day. Either master or servant was liable to imprisonment for two months for violating these rules; and a master was further liable to a fine of £500 if he employed workmen who lived more than five miles from London. In 1795 the Berkshire magistrates at Speenhamland declared that wages should rise or fall with the price of bread, and themselves fixed the rates. Numerous Acts were passed about this time regulating, or rather interfering with, the most minute details of manufacturing industry. To stimulate the Macclesfield trade it was enacted that no "buttons or button-holes made of cloth, serge, drugget, frieze, camlet, or any other stuffs, should be made, set, or bound on clothes, or worn"; and the bare enumeration of similar legislation would occupy more space than is at present at disposal. The attempts to keep wages down were supported by statesmen who ought to have known better. Pitt, Fox, and Whitbread distinctly asserted the unjust and pernicious doctrine that a laborer's remuneration should be proportioned, not to his services, but to his wants, and in 1796 the magistrates in Berkshire attempted to "settle the incomes of the industrious poor." The liberty of operatives was still further restricted at the close of the eighteenth century by an Act of Parliament which declared to be illegal all contracts, except between masters and men, for obtaining advances of wages, altering the usual time of working, or decreasing the quantity of work.

ARKWRIGHT'S MILL, CROMFORD, DERBYSHIRE

About a mile from Matlock Bath. Richard Arkwright built a water-power cotton mill here in 1771, and a mansion in beautiful surroundings, on a hill above it, some years later; it was unfinished at his death in 1792.

LOT OF WORKING CLASS FAILS TO IMPROVE ADEQUATELY

It is difficult to conceive, in the face of all this, how the condition of the workingman has improved in the slightest degree. Indeed, it has not increased proportionally. He has certainly been enveloped, so to speak, in the general progress of affairs; he has doubtless shared somewhat in the national prosperity; but whatever improvement has taken place in the condition of the working classes, does not at all correspond with the improvement which has taken place in the middle and upper classes. In regard to the agricultural laborer the case is very bad. In 1740 a Suffolk laborer could buy for 5s. what in 1801 cost him 26s. 5d. As Professor Rogers says, "For five centuries and a half, for fifteen, sixteen generations, there was no appreciable alteration in the condition of the people." It remained stationary where it did not deteriorate, from Henry III to George III. The condition today of the laborer in the agricultural districts of England, and the instances which are reported of the conduct of the employed, speak of misery and oppression worthy of the Tudors and the Stuarts. Down to 1779 the condition of the miners in Scotland was literally one of serfdom. They were obliged to remain in the pit as long as the owner chose to keep them there, and they were actually sold as part of the capital invested in the work. If they took work elsewhere, their master could always have them fetched back and flogged as thieves for having robbed him of their labor. It is no wonder that in 1745 the magistrates of Lancashire were alarmed at the symptoms of combination and disaffection, and once again resorted to an attempt to fix wages in spite of past experiences.

MISERABLE CONDITION OF LABOR IN THE NINETEENTH CENTURY

It were tedious to mention the various events which have ruffled the career of the laborer during the last century. It is often stated that wages had gradually risen and food had cheapened. This, however, is a mistake. From 1800 until after the repeal of the Corn Laws the state of the laborer seems never to have been in its natural condition. During that period wages were never high, and at times the distress was very great. England was then (1810-1812) in anything but an enviable position. On the Continent the hand of every nation was against her, and her hand was against every nation. She was at war with all the empires she had not subsidized in the Old World, and her arms were struggling with her own offspring in the New World, as well as fighting a war of oppression in the Indies. These wars, which lasted for a quarter of a century, spread misery like a pall over the land. Trade was paralyzed; foreign ports, both in Europe and America, were closed to us, and by a pig-headed policy[1] our ports were closed to them. There was not work for anybody, and nearly everybody, therefore, was starving. Just at this time an event took place which, although a great blessing, and known to be so at the time by far-sighted men, was not unaccompanied by those disasters which generally accompany great changes. While nearly all men were out of work, capitalists began to introduce into the manufacturing districts labor-saving machines, which dispensed with seven out of every eight handworkers. This was the last straw.

The men were in no humor for reasoning on the principles of political economy. They were starving; and to their eyes the new machinery cut off every chance of their ever working again. They formed the strongest and most secret combination ever known in this country. Their object was to destroy the new machines, and for three years the havoc they committed, especially in Yorkshire, Lancashire, and Nottinghamshire, was immense. It was not until enormous powers were granted to the military, the magistracy, and the police, that the conspiracy was brought to an end by the execution of thirty of the ringleaders.[2]

Such was the miserable condition of the laborers, and their meager powers of combination, at the dawn of the

[1] The notorious "Orders of Council."

[2] The "Luddite Rising" as the disaffection has been called, was intensified by the fact that, whereas the operatives were starving, the capitalists were hoarding. Mr. J. R. Green says: "The war enriched the landowner, the capitalist, the manufacturer, the farmer; but it impoverished the poor. It is, indeed, from the fatal years which lie between the Peace of Amiens and Waterloo that we must date that war of classes, that social severance between rich and poor, between employers and employed, which still forms the great difficulty of English politics."

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nineteenth century. Everywhere the combination laws were in full force; the truck system was almost universally established, and still further, to make the workman dependent, he was paid at long intervals; and any

THE HAT-FINISHERS IN COMBINATION, 1820
(*Print in Place MSS., British Museum*)

advances kindly made to him by a generous employer were charged for at the rate of 260 per cent per annum. Add to these the fact that the men were kept at work sixteen hours out of every twenty-four, and it will be no matter of surprise that they were driven to defy the cruel and unjust laws which oppressed them, and to carry out their object, not only in the most natural of all ways, but by the means with which they were most familiar, namely, by combination.

PROGRESS OF INDUSTRY CAUSES WORKERS TO COMBINE

The progress of industry at last rendered this imperative. The application of steam power to the processes of manufacture, followed by the inventions of Arkwright, Crompton, Hargreave, at the close of the eighteenth century, and others, had almost annihilated the domestic system of manufacturing. Hitherto weaving had been carried on in private houses and in sheds adjoining them, as is still the case in some parts of Yorkshire, as, for instance, the villages about Huddersfield and Leeds. Apprentices lived with their masters as part of the family.[3] It was a common occurrence for the apprentice to marry his master's daughter, and enter into partnership with her father. With the improvement of machinery, however, when several looms were worked by one engine, the domestic system was supplanted by the factory system. The rapid production of new machines ruined the trade of the hand-loom weaver. There can be no doubt that the introduction of machinery was *at first* extremely injurious to those whose means of living were affected—as, indeed, every improvement in machinery must injure those who are only able to keep in the old groove. By the invention of machinery the public, who paid less for their goods, and the manufacturers, who produced more cloth for the same, or a less outlay, were the gainers. The old weavers were the only losers.[4]

I have said the men resorted to the means with which they were most familiar, namely, combination. Their experiences on this point have already been sketched, but now a new departure was made. In the beginning of last century the principle of the guilds had extended itself beyond the middle class and had reached the working classes. More correctly speaking, the capitalists had withdrawn, and left the men to organize and to promote their combination and organization. In 1703 the Watchmakers' Society and the Norman Society were established in London upon the principle of the present friendly societies; and, with others nearly as old, are still in existence. The example thus set was followed by the rapid promotion of similar societies. Such associations, however, were illegal, and their meetings were obliged to be held privately. The "Friendly Society of Iron Founders," which began in 1810, used to meet on dark nights on the peaty wastes and moors on the highlands of the Midland counties, and the archives of the society were buried in the peat. These societies have now ramifications all over the empire, and have accumulated large funds.

It was customary at the beginning of this century for men from various factories to meet at taverns to pay their instalments into the friendly society, the benefit fund, or the burial club. At such gatherings the new state of affairs—as being the subject nearest every workman's heart—naturally became the common topic of conversation. Every phase of the question was thoroughly discussed, and the conduct of the several employers was freely criticized. The operatives naturally inquired why the hardest work and the least pay generally went together. They saw that everything around them was improving except their own condition, and this appeared to be deteriorating. At length some few who worked under a specially severe taskmaster would naturally rebel. They would agree or combine to resist the injustice and oppression under which they suffered. Their friends would not only sympa-

(*Continued on page* 703)

IRON-FOUNDRY
Pyne, "Microcosm," 1803–1806

[3] In 1806 there were above 100 such apprentices in Armley, a manufacturing village of between 4,000 and 5,000 inhabitants.
[4] This has always been the case. The objections in 1730 to the "new-fangled machine" (for winnowing) introduced into Scotland are well known.

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Brief Description of

National Federation of Federal Employees Special Disability Policy

Submitted by **Chicago Bonding and Insurance Company of Chicago, Ill.**
Based upon Indemnities suggested by Insurance Committee

RATES AND INDEMNITIES

Principal sum $500 Accidental Death.
Indemnity $7.50 per week Accident or Illness—first 13 weeks.
Indemnity $5.00 per week Accident or Illness—second 13 weeks.
Indemnity $4.00 per week Accident or Illness—remaining 26 weeks.

$50.00 in case of Fatal Sickness

From ages fifty to sixty the above indemnities are reduced twenty-five (25) per cent. From ages sixty to sixty-five above indemnities are reduced fifty (50) per cent. No additional premium charged for advanced age.

Premium charged to members for above indemnities, 75c per month, payable quarterly in advance. Members desiring double the above amount may secure same by paying 100 per cent additional premium. This plan of insurance may be written either on group form or by individual policies.

Women who are regularly engaged in occupations are classified the same as male risks, and are insurable for same limits.

Part 1 Principal sum of $500.00 for accidental death, both hands, both feet, both eyes, one hand and one foot, one foot and one eye, one hand and one eye. Pays one-half principal sum for loss of one hand or one foot. Pays one-third principal sum for loss of one eye.

Part 2 Pays monthly accident indemnity for total loss of time from accident—limit one year.

Part 3 Pays one-half accident indemnity for partial loss of time—limit six months.

Part 4 Pays double accident indemnity if injury causing loss be sustained while a passenger riding in a passenger elevator, railway passenger car or steam passenger boat.

Part 5 (a) Pays sickness indemnity for total loss of time from sickness if confined to the house—limit one year.

(b) Pays one-half sickness indemnity for total loss of time from sickness if not confined to the house—limit six months.

(c) Pays sickness indemnity for total loss of time from sickness due to boils, carbuncles, felons, or abscesses, although not confined to the house—limit one year.

Pays after the first four days of sickness unless disability continues 28 consecutive days, and then first four days are included.

Sickness benefits payable 15 days after effective date of policy.

Part 6 Pays additional amount of $50.00 in case of fatal sickness.

Part 7 Pays 25 per cent additional accident or sickness indemnity if confined to hospital not less than one month—three consecutive months limit.

Part 8 Pays doctor bills for non-disabling injuries—limit five dollars ($5.00).

Part 9 Emergency relief—limit fifty dollars ($50.00).

Part 10 Pays ten per cent increase in monthly indemnities if premium is paid one year in advance.

Part 11 Pays five per cent increase in monthly indemnities if premium is paid six months in advance.

Part 12 Does not cover venereal diseases; diseases of organs not common to both sexes, motorcycle or aviation injuries, or while engaged in military service. Policy contains standard provisions.

This insurance terminates when the insured severs his connection with the National Federation of Federal Employees. Notice from National Headquarters to be furnished in such cases. Refund for the unearned premium made by Chicago Bonding and Insurance Co. Such cancellations shall be without prejudice to any claim originating prior thereto.

Each local will be furnished very soon with a supply of pamphlets describing our *Disability Contract* as above outlined, also our *Life Insurance Coverage.*

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Reclassification in the Senate

Is the Government soon to establish a school for training its own employees? Are the employees having too much say regarding vital problems of the service? These and other questions give rise to an animated debate in the Upper House.

THE WORK of reclassification of the salaries of government employees and the way in which it is being carried on by the Joint Commission on Reclassification furnished several Senators, chiefly Mr. SMOOT of Utah, a member of the Appropriations Committee, and Mr. JONES of New Mexico, chairman of the Commission, topics for discussion in the Senate recently. The question of extending the work to include the great body of civil service employees outside of Washington was also touched on.

SENATOR SMOOT READS AN INTERESTING PRESS REPORT

The debate had its beginning October 10, when Senator SMOOT drew attention to articles published a few days before in Washington papers, from which he read:

Training of new government employees for the work they have to do for Uncle Sam will be one of the big matters to be passed upon by the advisory committee on employment policies which is in process of selection to-day by the Joint Congressional Commission on Reclassification of Salaries in the District.

The new committee on employment policies will be a sister committee to the committee on wage policy, formation and personnel of which was announced by the Reclassification Commission last Saturday. Names of members of the new committee are to be submitted to the commission late this afternoon.

AID TO RECLASSIFICATION COMMITTEE

The committee on employment policies will be advisory in nature to the Reclassification Commission, much in the same way that the committee on wage policy is, but the scope of the newer committee is larger than that of the wage policy committee.

All the matters that particularly pertain to the 106,000 Federal and District Government employees here will be considered by the committee on employment policies. The question of training new employees, as stated, will be one of the first questions to be acted upon by the committee. The committee will give advice to the Reclassification Commission, but will have no power to act, even as the committee on wage policy has none.

NEED FOR TRAINING SCHOOL

It has long been felt in the government service here that some sort of training school should be established in the various departments and bureaus to train the new employees in the work they are employed by the Government to perform. Instead of allowing employees to come into their new jobs and get along the best they can, there is a growing feeling that the heads of bureaus should give the new employees some personal training in the work before them.

The advisory committee on employment policies will take under consideration a long line of questions concerning matters which come close home to the bosoms of government employees in the District. The matter of sick leave, the annual leave, all the hundred and one matters of routine in the service will be gone over by the committee in order to get at the very best procedure to recommend to the Reclassification Commission.

WILL DEAL WITH PROMOTIONS

The matter of promotions—something dear and near to the heart of every government clerk—will come under the scope of the advisory committee on employment policies. Just what will constitute the best form of promotion so as to be fair to both clerk and Government alike, will be considered.

Retirement plans will be gone over by the committee, and the results of its deliberations laid before the members of the Reclassification Commission for their consideration. It is out of all these deliberations that all the final policies of the reclassificationists as they will be placed before Congress will grow.

The committee on employment policies and the committee on wage policy together form the two big advisory bodies which will work right along with the Reclassification Commission in arriving at the results which will finally constitute the Commission's report to Congress.

The NATIONAL FEDERATION OF FEDERAL EMPLOYEES is bending every effort to make sure that the jurisdiction of the Commission at present limited to the District, will be extended to cover all employees of the Government throughout the country.

Senator Smoot proceeded to comment on the newspaper story in this wise:

IS THE COMMISSION GOING BEYOND THE LAW CREATING IT?

Mr. President, we find, if these reports are true, Mr. Luther C. Steward—and every Senator knows who he is—directing the policies of this Commission which was created by Congress; and, not only that, but making arrangements for the purpose of opening a school to teach the employees of the Government how to carry on the work which the Government has employed them to do and for which it is paying them.

Mr. President, we appropriated $25,000 under the first act for the work of the Joint Commission. That was thought sufficient to obtain necessary information as required by the act itself; but in the very next deficiency appropriation bill that came before Congress there was a request for $125,000 more. Senators will remember that we gave them $65,000 more; and I say now if these reports be true and the policy outlined carried out we will have another commission on our hands, which will grow and expand until they will be expending nearly a quarter of a million dollars, if not more, each year. It is only another illustration of the camel getting his nose under the tent, and then in a little while getting his whole body in. I consider it to be the duty of Congress, if these reports be true, to say to this Commission, "Confine yourselves to the work that you were authorized by Congress to do."

I base the statements I have made upon articles I have seen in the newspapers for some time past. Only yesterday morning there was another article of similar character. I have no doubt that they are inspired by Mr. Luther C. Steward. What I want to know is whether or not the Commission created by Congress has authorized these statements and whether they are true.

A running discussion then ensued from which the following is taken:

Mr. THOMAS. Mr. President, the men and women who are to constitute this new commission are all government employees, are they not?

Mr. SMOOT. They are all government employees.

Mr. THOMAS. And presumably they have government duties to perform. Do they receive their compensation from the Government while neglecting these duties and giving their attention to the work of this new commission?

Mr. SMOOT. Mr. President, I think under the law that the heads of the various governmental services had a right to detail these employees for this work, and, of course, they are drawing their regular salaries from the Government.

Mr. THOMAS. Let me ask whether, if detailed, they also receive compensation for this other work?

Mr. SMOOT. I doubt whether the Joint Commission pays them any further compensation.

Mr. THOMAS. I am in sympathy with the Senator's suggestion regarding a resolution; but my impression is the only way to control this ever-increasing tendency to the perpetuation of commissions and bureaus is to repeal the law.

Mr. KING. That is right.

Mr. SMOOT. I wish simply to say in a few words what the result of this program, if carried out, will be. Unless it is checked we will have a report from our Commission, prepared in the greater part by representatives of the Labor Department, asking us to pay the salaries covered by the report; and if the Commission continues in existence, I wish to say that Congress will be importuned every year for increases. All employees will be experts and all demanding the same wage. There will be no time when the question of salaries in the departments of the Government will be settled; there will be one continual demand for changes, and it will be impossible to tell where it will end. The Joint Commission was created to secure information as to inconsistencies in salaries paid the employees of the Government in the different departments and to compare those salaries with the salaries paid employees outside of the government service.

Mr. WADSWORTH. I had to be absent from the chamber for a moment while the Senator was speaking, but before I left I heard him read something from a newspaper article about the establishment of a school for the training of government employees to do their work.

Mr. SMOOT. That is the suggestion in this article, and it is to be under the direction of a commission appointed by the Joint Commission on Reclassification of Salaries, and the names of the members of that commission are given.

Mr. WADSWORTH. Is there any authority for the establishment of any such school.

Mr. SMOOT. None that I know of. That is what I am complaining of.

Mr. WADSWORTH. Does the Senator ex-

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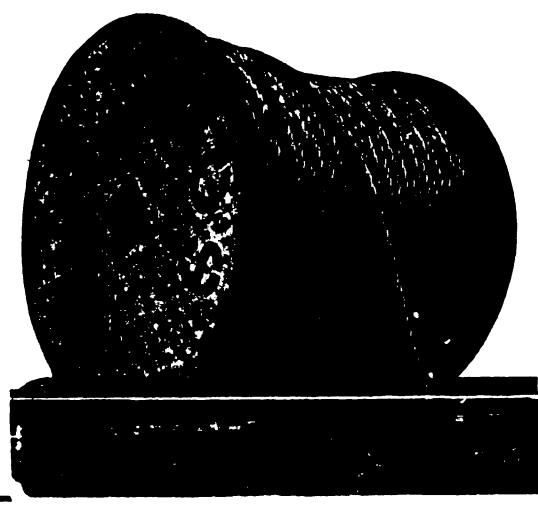

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pect them to pay for the maintenance of that school out of the appropriation that was given for this investigating commission?

Mr SMOOT. That I cannot say, because I have not made any investigation of this subject.

SENATOR NORRIS CAUTIONS AS TO NEWSPAPER STORIES

Mr. NORRIS. While I have a great deal of sympathy with a good many things the Senator has said, I am inclined to think, nevertheless, that he ought not to base an opinion and form a judgment on what the newspapers have said about the establishment of a school. I do not believe a statement of that kind is adequate authority; and knowing a good many of the members of that Commission as I do, I do not believe they are going to violate the law. I think there are some very good men on that Commission who are conscientiously trying to do their duty. Before I would take any action I should want to know whether there is any foundation in fact for that report in the Washington papers.

Mr. SMOOT. The Senator will recall that I said that my statement was based upon the newspaper articles. And I will say to the Senator that these are not the only ones.

Mr. NORRIS. I read them; yes. I have read several of them, and my curiosity was aroused.

Mr. SMOOT. The first one that was published some time ago was a little article of about 10 lines.

Mr. NORRIS. Yes; I think I saw that.

Mr. SMOOT. My attention was called to that, and every day I have seen the program grow and grow and grow. I believe I know who is back of the whole thing. I will say to the Senator that I have not stated this to be true; but an advisory committee is named in the published report, giving the names of each, so there must be something in it.

Mr. NORRIS. I understand, and, of course, they probably have asked for an advisory committee. I think, under the law, there is authority on the part of the heads of departments to detail men to constitute such a committee to help them in every way.

Mr. SMOOT. I called attention to that.

Mr. NORRIS. Yes; I heard the Senator do that; but I do not believe we ought even indirectly to condemn the members of this commission on a newspaper report of that kind.

Mr. SMOOT. I will say to the Senator that I have no resolution to offer. I simply called attention to this fact, to the situation that existed, because, if the newspaper reports are true, the work as mapped out is unauthorized by law.

Mr. NORRIS. There is not any doubt that they have not any authority to start a school; and even if this advisory committee recommended doing such a thing, there is not any machinery under the law by which they could do it. I do not believe the members of the Commission would stand for that. They have a very difficult work to perform, and a very important one. Everybody realizes that we appointed them because we realized that the discriminations and the differences in salaries that various people were getting for performing the same kind of work were not right. We wanted to rectify that situation, and we appointed the Commission for that purpose.

Mr. SMOOT. I will say to the Senator that the idea has been discussed for at least a year past that I know of; and I believe I will say, that good would come from such a school. I have no doubt about it.

Mr. NORRIS. There are lots of schools without the Government starting one.

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Mr. SMOOT. But the question in my mind is, why begin to organize one here for that purpose, when under the law no one has the power to do it?

Mr. NORRIS. I do not think they will. I do not think there is any danger of it.

PLAN FOR GOVERNMENT TRAINING SCHOOL FOR EMPLOYEES

Mr. WARREN. Mr. President, right on the point that the Senator from Utah has mentioned, I will state that there is now a proposition before the subcommittee of the Committee on Appropriations to provide by appropriation for the establishment of such a school as is mentioned in this article. I quite agree with the Senator that no authority such as he has related has ever been given. I have been hoping to hear from the members of that commission in the Senate.

CHAIRMAN OF RECLASSIFICATION COMMISSION ENTERS LIST

Three days later Chairman JONES came to the defense of the Reclassification Commission. After stating that anyone who had read the previous discussion of the matter would have gained "the impression that this Joint Commission on the Reclassification of Salaries were intending to establish a training school and pay the professors and teachers out of the money appropriated for the work of the Commission," Senator JONES continued:

One would infer that some very important course of action had been taken by the Commission which was in violation of its authority under the law, and whereby the Commission was deviating from a correct policy. I have read these articles with much care since my attention was called to them, as well as the colloquy which took place after they were read. I have endeavored to discover what it was that would call for such a serious inquiry and for information bearing upon such an important question.

During the colloquy, particularly in response to a question by the Senator from New York (Mr. WADSWORTH) the impression was left that this commission was intended to establish a training cshool. That idea was commented on also by the Senator from Nebraska (Mr. NORRIS), and anyone reading the colloquy which took place at that time certainly would gain the impression that this Joint Commission on the Reclassification of Salaries were intending to establish a training school and to pay the professors and teachers out of the money appropriated for the work of the Commission.

Mr. President, there is not only no substance to any such claim, but, if I am able to read these newspaper articles correctly there is no foundation in the articles themselves for any such assumption. The articles themselves do not say that the Commission is going to establish a school and so far as I know, these articles convey nothing but a little bit of information which is of value, doubtless, to the many thousands of employees of the Government in the District of Columbia. If I am able to read the articles aright, there is nothing more stated than that the Commission has appointed an advisory committee, among other advisory committees for the purpose of considering various questions of employment policy, and that this question of the establishment of a training school is merely one

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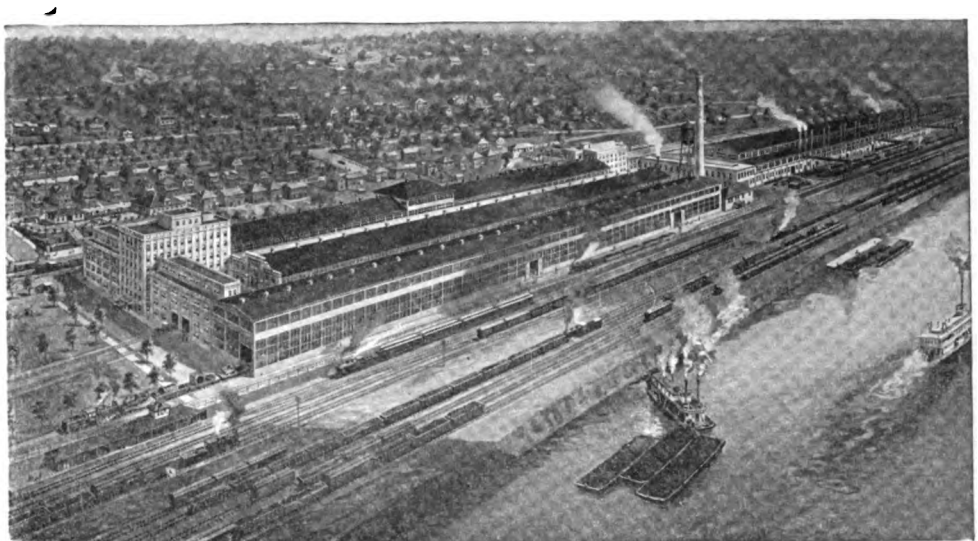

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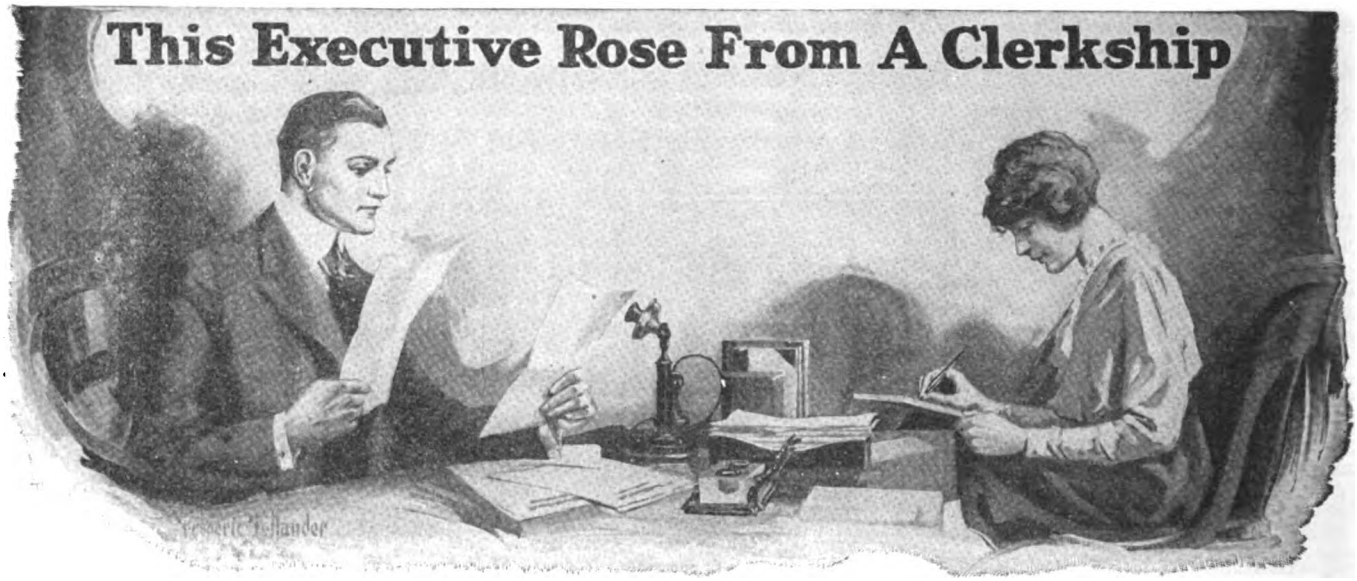

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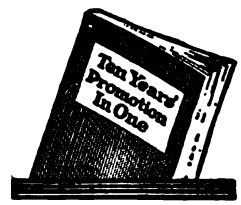

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subject to be considered by the advisory committee. There is no thought in the minds of the Commission and, I submit, no intimation in these articles which would justify any conclusion that the Commission is going ahead to establish a training school.

There are various other matters referred to by the Senator from Utah [Mr. SMOOT] which, it seems to me, convey an impression which ought not to prevail here in the Senate about this Commission. I call attention further to another statement by the Senator from Utah. At the end of one of these articles—the one in the *Post*, I believe—is found this statement:

'The NATIONAL FEDERATION OF FEDERAL EMPLOYEES is bending every effort to make sure that the jurisdiction of the Commission, at present limited to the District, will be extended to cover all employees of the Government throughout the country."

And the Senator from Utah says:

"Where is the authority for such a proposition?"

Well, now Mr. President, what was the proposition? Nothing except a statement that the representatives of federal employees were seeking to have the jurisdiction of the Commission extended to the employees throughout the country, whereas at the present time the jurisdiction is confined to the employees in the District of Columbia. What is there involving the question of authority? The Commission has done nothing about it. Nobody else has done anything about it except some outside people who really feel that the work of this Commission should be extended; but the thought that it should be extended, when presented to me, was not approved, for the reason that I wanted and the other members of the Commission wanted to have the work in the District of Columbia first concluded, so that the Senate, and the Commission as well, and the country, should know the value of the work of the Commission.

Then, after reading the authority which created the Commission, the Senator from Utah says:

"Mr. President, we find, if these reports are true, Mr. Luther C. Steward—and every Senator knows who he is—directing the policies of this Commission which was created by Congress; and, not only that, but making arrangements for the purpose of opening a school to teach the employees of the Government how to carry on the work which the Government has employed them to do and for which it is paying them."

"OPEN DOOR" POLICY FOLLOWED BY THE COMMISSION

Mr. President, it seems to me that that would be considered by some people at least as a reflection upon the entire Commission, not because the Commission is willing at all times to accept advice and suggestions from any one but because it seems to leave the inference that some outsider is directing the policy of the Commisssion; and, by the way, there is no such inference in these newspaper articles. The only statement that is made in these newspaper articles in regard to Mr. Steward is that he, as one of the representatives of the federal employees in the District of Columbia, has been appointed a member of an advisory committee of nine, and the Senator says, "We all know who Mr. Steward is." I suppose we do, and I for one want to say here that I do not know of anybody in the District of Columbia who is more familiar with the conditions of the employees in this District, who has studied the question of wages and conditions of employment more, than Mr. Steward and if we

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were to close our ears to his suggestions we would not be performing our duty. As I view it, it is the duty of this Commission to get information and to get assistance from whatever source it can; and I submit that we are not only justified in calling on Mr. Steward for whatever assistance he may render, but we would be derelict in our duty if we did not do it.

CHAIRMAN JONES DEALS WITH EXPENSES OF COMMISSION

The Senator from Utah also refers to the appropriations which have been made for this Commission. He says we first got $25,000; that then we came asking for $125,000 more; and finally another $65,000 was granted. Mr. President, the situation is simply this: When the Commission was created $25,000 was appropriated. But the members of the Appropriations Committee themselves said they knew after the Commission was formed that that would not be enough; that it was only for the purpose of getting something started; and that they expected the Commission to come to Congress for an additional appropriation. That the Commission did. Some of the members of the Commission thought they ought to have $125,000, and the committee finally recommended an appropriation not of $65,000 additional but $50,000 additional, making a total appropriation of $75,000.

The reason why there was this difference of opinion among the members of the Commission as to the amount that would be required is very easily understood. Under the joint resolution nobody expected that the entire work of the Commission would be done for that amount of money, and so provision was made in the resolution for requiring the heads of the departments to detail to the work of the Commission such employees as the Commission might request. So it was simply a question of how many people we should take out of the departments and use in this work or how many should be employed from the outside. So far as the Government is concerned, it makes no material difference, because the Government pays the salaries of these people anyhow.

I, for one, rather felt that we ought to go outside the federal employees and get more help than we did. We have secured very valuable people who have been making a study of this identical proposition. I want to state to the Senate now that this work of reclassification is a business in itself; it is a profession in itself, and there are experts who have been devoting years of their lives to this particular work. We have employed some of those to assist us and we have gathered in additional help from the employees of the various departments. So it makes no material difference whether we have the work done by some one already in the Government service or employ some one from the outside. The work means so much labor, and it must be paid for by the Government, whether it is done by those in the present employ of the Government or whether they are newly employed from the outside.

THE COMMISSION A HARD-WORKING AND EFFICIENT BODY

But, in all seriousness, Mr. President, in regard to the innuendo which is carried in the Senator's remarks that the Commission is seeking from time to time to augment the work which it has been delegated to carry on, I wish to say that there never has been a commission, I believe, which has exerted itself more earnestly in the attempt to carry out the program as outlined in the joint resolution creating it than this Commission. The Commission was created by a joint resolution of Con-

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gress, approved March 1, 1919. On the 3d of March the Commission organized, and it has been at work ever since. By the terms of the joint resolution its report is to be forthcoming by the 20th of January next. The Commission is working to that end, and unless some unforeseen obstacle should arise, I have not any present doubt but that the Commission will be able to complete its labors by that time, and within the appropriation which has been made.

The work of this Commission requires daily and constant attention on the part of its members, and the three members appointed by the Speaker of the House—Mr. Keating, Mr. Hamlin, and Mr. Cooper—have devoted practically all their time to the work of the Commission since it was organized. I do not usually throw bouquets at anyone, but I want to say that those three men have given as intelligent, as faithful, and as efficient service to the work of the Commission as any three men whom you can imagine. I do not know of any three men who could have been selected who would have performed this service any better than they have done, and I think it was an extremely wise provision that at least three members of the Commission should not be called to the work of the present Congress.

The three Senators on the Commission are members of the present Congress, and they devote such time as they can to the work; and a good deal of time is being devoted by the Senate members to the work; but necessarily the detailed supervision must be put upon somebody who can be in constant attendance.

The Commission has brought to its assistance men throughout the country of recognized ability in this direction. Richard H. Dana, president of the National Civil Service Reform League; Dr. Beard, of the board of research of New York, and others whom I might name have been called upon. Wherever we have taken up any subject it has been done with the idea in mind that when anything is finally agreed upon there will have to be a reason given for it.

I want to say further that the work of the Commission is not behind closed doors. There is nobody imposing any ideas upon the Commission, but the Commission is seeking to gather in the ideas from all sources, and wherever any important factor is involved we have sought to enlist the services of representatives of the employees, representatives of the Administration, and representatives of the citizens of the country at large; and whatever is done will be done with information from these various sources at hand.

EMPLOYEES ARE GIVEN "SQUARE DEAL" BY COMMISSION

I know, Mr. President, that some criticism has been made that we have been calling upon the employees to give their version of the situation. We have not only gotten their versions, their statements of fact, but we have statements of facts from the various heads of the departments and the various chiefs of bureaus. We have gotten information from all these sources, and I will state the reason for it. You have here in the District of Columbia, coming under the jurisdiction of this Commission, practically 108,000 employees, who will be affected by the work of the Commission.

Do you want to close the doors to the information which they can give? When you begin to cast aspersions upon the work of Mr. Steward, who is one of the representatives of the employees, I want to ask you if you want to close your doors to

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testimony from that source? Do you not want to get the point of view of the men and women who do the work for the Government here in the city of Washington? Do you not want to hear from them? It is their lives that are vitally concerned in this work.

But it is also the duty of the Government and of this Commission to take into consideration the situation outside of the service, to try to find out how the pay for service there compares with the pay here. This Commission, if I may say it, has tried to bring to its assistance all these various elements, and I want to compliment and to thank the employees of Washington, the supervising officials, the heads of departments, and the various outside citizens who have lent their aid, for the very efficient work which they have been performing. We expect to bring in a report. Whether a training school shall be established or not, it is not for the Commission to decide; but we want to present all these questions to Congress so that Congress may do the right thing both for the employees and for the country at large.

SENATOR SMOOT DEFENDS INFERENCES FROM PRESS STORIES

Mr. SMOOT. In the first place, I am very glad to learn that the Reclassification Commission has not authorized the statements that were published in the papers and read by me last Friday, and has no thought of carrying them out.

I want the Senator from New Mexico to know that at no time have I ever said that the Commission did intend to carry out the program as contained in these newspaper articles. I based all that I said upon the proposition "if the newspaper articles were true," and the Senator knows it if he has read my remarks.

Mr. JONES of New Mexico. I ask the Senator to point out any statement in the articles themselves which justify the thought that the Commission, at the expense of the funds provided or otherwise, intended to establish a training school.

Mr. SMOOT. I think the Senator from New Mexico knows as well as other Senators know that these newspaper articles were prepared for the papers. The last paragraph in the article in the *Star* reads as follows:

"The National Federation is bending every effort to make sure that the jurisdiction of the Commission, at present limited to the District, will be extended to cover all employees of the Government throughout the country."

The joint resolution gave the Commission no authority for that. I want to say further, Mr. President, that in this article it states that—

"Retirement plans will be gone over by the committee, and the results of its deliberations laid before the members of the Reclassification Commission for their consideration. It is out of all these deliberations that all the final policies of the reclassificationists, as they will be placed before Congress, will grow."

I do not believe the Commission ever authorized any subcommittee of the Commission to go into any question that is not authorized by the joint resolution creating the Commission.

Mr. JONES of New Mexico. I should like to ask the Senator what there is in that last paragraph of the newspaper article which seems to indicate that the Commission attempted to do anything of the kind?

Mr. SMOOT. Whoever wrote this article, and I think it was inspired and perhaps written by Mr. Steward, knew enough about it to know that—

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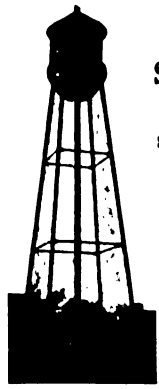

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"The chairman of the advisory committee is Courtney W. Hamlin, of the Reclassification Commission, and other members or representatives of two groups as follows:"

Then it goes on and names them all. I have not any doubt that that information came from the Commission. It could not have come from any other source. Their appointment was for a specific purpose, and a reading of the article shows what I have stated.

Mr. JONES of New Mexico. The article states that the National Federation is bending every effort to make sure that the jurisdiction of the Commission will be extended.

Mr. SMOOT. Yes; and connected with the appointment of these three people by the Commission for the purpose of considering the question as to what to recommend to the Commission. That is what the article says.

Mr. JONES of New Mexico. But the newspaper article does not say that the Commission or anybody on its behalf is seeking to have its jurisdiction extended.

Mr. SMOOT. No; and in my opening statement here I simply said that I called the attention of the Commission to the article, and I ought to have done so, and any other Senator who was interested in the question ought to have done it, because I say to the Senator now that if the program is carried out as stated in the newspaper articles and Congress appropriates money that will be demanded we will have no end to the life of the Commission.

I have not a word of complaint about the Senator, nor have I a word of complaint as to the labors the Commission have performed under the authority granted it. That is not what I am complaining of. I wanted to know whether the newspaper report was true and whether the Commission had entered into any arrangement that a school should be established in the different departments here in order to educate the employees of the Government to do their work. I say that no Senator can read the article in the *Star* without drawing the conclusion that that is what is going to happen if Mr. Luther C. Steward can accomplish it.

Mr. JONES of New Mexico. I should like again to ask the Senator to read anything in either one of those newspaper articles which intimates that the Commission intends to establish a training school.

Mr. SMOOT. I had better read the article and then let the Senator himself judge whether it does or not. I do not want him to take my word for it. This is what appeared in the newspaper:

"Training of new Government employees for the work they have to do for Uncle Sam will be one of the big matters to be passed upon by the advisory committee on employment policies which is in process of selection today by the Joint Congressional Commission on Reclassification of Salaries in the District."

"Training of new Government employees for the work!"

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In my remarks in the Senate last Friday I made this statement:

"Mr. President, we find, if these reports are true, Mr. Luther C. Steward—and every Senator knows who he is—directing the policies of this Commission which was created by Congress; and not only that, but making arrangements for the purpose of opening a school to teach the employees of the Government how to carry on the work which the Government has employed them to do and for which it is paying them."

That is the statement I made, and that is the conclusion that I or anyone else reading the article would reach.

JUSTICE TO EMPLOYEES COMMENDED—A PREDICTION THROWN IN

After a disclaimer by Senator SMOOT of any complaint against either the Commission or its chairman, the Senator from Utah expressed himself strongly in favor of hearing the employees. He said:

Close the doors to the employees of the Government? Why, no. No one ever suggested such a thing, and the Senator knows that there is not a Government employee in the District who has not had a chance to tell the Commission just what work they were doing and just what they were employed to do and to give all the information that the questionnaire which was sent to every employee in the District asked for.

I was delighted when I heard that every employee of the departments in the District would have an opportunity to say just what he or she was called upon to do. I should like to see every one of those answers; I want them classified; and I then desire that there shall be a thorough examination of them, in order to ascertain if they correspond with what the heads of the departments of our Government say those employees are doing.

Let me tell the Senator from New Mexico [Mr. JONES] that when that time comes a great deal of the duplication work that is going on in the departments will cease, for there will not be in the future appropriations made for such work. The Senator knows that there is duplication of work in the departments; any Senator who has given any time to the study of the question knows it; and the quicker it is rooted out the better it will be for the Treasury of the United States. I know that the people of the United States, burdened as they are and will be for the next generation with heavy taxation, will call upon us to see that unnecessary salaries are not paid, even though they are proposed to be paid, to employees in the District of Columbia.

French Teachers Join National Labor Federation

Because of the Government's inactivity in raising wages and providing a retirement pension the National Public School Teachers' Association has voted to align itself with the French Federation of Labor and will hereafter be recognized as a bona fide trade union. The teachers have also voted to inaugurate a plan for international public school education against war.

The teachers declared by a vote of 170 to 43 in favor of the Federation's working program.

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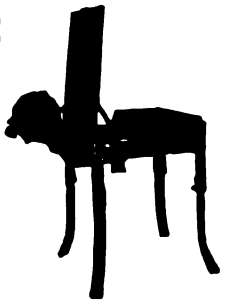

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Pay and the Public Service

THE people of the United States have been forced into a good deal of first-hand consideration of wages and labor conditions within the months that have intervened since the signing of the armistice. That they have learned something worth while, that the public understanding of the facts of employment and current returns to the workers is far more widespread and intimate than it was in November, 1918, seems to be incontrovertible. If anything had been needed to clinch the lesson, it would appear to have been afforded by the police strikes, such as those of Boston and Washington.

But now that the lesson has been learned, surely the public will never pause until it has been applied in some practical advantage for those employees of the public who are now held to be morally bound not to strike but are generally acknowledged to be inadequately paid. That public sentiment will gladly support a general increase of the wage scale for policemen is already becoming evident. . . .

This is the sort of thing which public sentiment should now grapple with. The same feeling that was aroused so recently by a sense of the disloyalty and unreasonableness of a strike by any body of employees who hold such a relation to the public as do policemen should now proceed to the logical conclusion of its own contentions, and see that those public-service workers whom a proper sense of duty withholds from leaving their posts do not suffer in comparison with privately employed workers in equivalent occupations. . . .

Of course this sentiment should not be limited to correcting what is wrong in police conditions. It should reach out with a new understanding and a new sympathy to other kinds of service, similarly vital to the public comfort and well-being. It should consider the case of school teachers, who, to be sure, have been able, by efforts which many of them have deplored and deprecated, to attract some measure of attention to their needs, although not everywhere have they yet succeeded in securing the increases that should be accorded them if they are to live and equip themselves and keep up with the demands of scholarship in a manner generally suited to their calling. That the correction of inequities amongst teachers has not yet proceeded far enough to make sure that the business of teaching will be kept in the hands of those qualified to carry it on as it ought to be carried on is indicated by the number of men who are now gradually leaving the ranks of the teachers to accept more

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lucrative positions in the field of business or of industry.

The public cannot consistently tolerate neglect on the part of those whose duty it is to see that workers in any branch of the public service are properly paid. It cannot tolerate, for example, the conditions which now prevail with respect to employees in the postal service. . . . A service like this takes men, and the men who engage in it need to live as well as men who, by strikes and open violence perhaps, have won a good living from some private industry. Yet the men in the postal service are poorly paid. They have had no adequate increase since long before the war conditions made living vastly more expensive. The conditions under which they work make the service arduous. Its hours, if they were not, as the phrase goes, longer than those of equivalent occupations under private management, would be necessarily, in many cases, so arranged as to leave the men only broken fragments of their days and nights for themselves. These irregularities have been aggravated, there is reason to believe, by the constantly increasing volume of business in the Postoffice Department, and both volume and irregularities have combined to make the service so unattractive that a sufficient number of workers has not been, at all times, available to carry it on. It is not to be imagined that the public would tolerate a strike of the postoffice employees, but in view of that very fact it cannot be imagined that the public will longer tolerate a failure to act in the matter of securing for postoffice employees the pay that they ought to be receiving. Any penalizing of these workers merely because they are in the public service ought to stop now.—CHRISTIAN SCIENCE MONITOR.

Customs Men, Postal Employees Give Good Service for Small Pay

A cache of aigrettes was discovered the other day on a steamship just arrived from a foreign port. Its value was fixed at about $25,000.

The man who discovered this valuable contraband was a customs inspector—pay approximately $4 a day. There was no question in his mind about what he should do. He reported the stuff to his superior. It was seized and, presumably, destroyed. The inspector did not consider the possibility of finding the would-be smuggler and getting a "rakeoff" for letting it through. He did his simple duty. And he got nothing for doing that save the moral satisfaction.

Absolutists will say there was nothing commendable about that. Perhaps there isn't. But there would have

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been something most understandably human about his doing the other thing, this customs inspector—pay approximately $4 a day.

The fact is that Uncle Sam is better served than he deserves to be. He accepts the finest kind of service, not only from his customs inspectors, but from his immigration officers, his letter carriers and his postal clerks, of all grades, and gives these men—and women—a remuneration which is very far from fine. It's little short of scandalous.

It is the finest sort of comment upon the high character of the general run of folks that Uncle Sam's service is not the poorest sort of service—for the folks that are benefited by it, we mean.

Talk has been going on for many months about the government's poverty-line wage scale. It has done a lot of good. But it must continue if the men in Uncle Sam's service get what they are after, which is more pay, not talk about more pay.

While we are writing our United States Senators and Congressmen about our opinions on the League of Nations and the Peace Treaty let us slip in a paragraph about this unofficial League of Government Employees, a league which every mother's son can and should be FOR from first to last.—SAN FRANCISCO EXAMINER.

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IN the operation of switchboards and telephones, lamps, cordage and receiver shells are usually prominent items in upkeep, and in these three items the Kellogg Company takes the greatest pride—not in making idle claims, but in the indisputable maintenance records of all of their exchanges.

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Farmers' Leader in Favor of Joint Bargaining

In supporting the demand of labor for the recognition of collective bargaining, C. S. Barrett, a member of the President's Industrial Conference, and President of the Farmers' Educational Cooperative Union of America, made this statement, which is of special interest in view of the strenuous attempts being made in certain quarters to array the farmers against organized labor:

I am unwilling to withhold from any other group or association of men that which I demand for myself or my own group. Organized labor has asked that the conference indorse its position on collective bargaining, that it make known to the country that labor may, if it chooses, meet with heads of industry and arrange bases for the adjustment of wages, housing conditions and other matters which affect employment.

This position to my mind is perfectly correct and I don't see how I can oppose it without stultifying myself. The national board of farm organizations has officially indorsed the Capper-Hersman bill. This bill gives to the farmers the clear right to collectively dispose of their products.

Collective buying and collective selling are as general policies inevitable. It will be impossible for this conference to prevent their consummation.

Some folks pay a compliment like they went down in their pocket fer it.

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The Council of National Defense Deals with H. C. L.

AFTER careful investigation of the high cost of living problem the Council of National Defense, composed of the Secretaries of War, Navy, Interior, Agriculture, Commerce and Labor, has issued a statement containing certain conclusions which appear below.

Findings of the Council of National Defense

That the Nation's productive powers have not been fully utilized since the armistice.

That too few goods, notably the necessities of life, have been produced, and that even some of these goods have been withheld from the market, and therefore from the people.

That the high cost of living is due in part to unavoidable war waste and increase of money and credit.

That there has been and is considerable profiteering, intentional and unintentional.

The Council believes that the remedies for the situation are:

To produce more goods, and to produce them in proportion to the needs of the people.

To stamp out profiteering and stop unnecessary hoarding.

To enforce vigorously present laws and promptly to enact such further new laws as are necessary to prevent and punish profiteering and needless hoarding.

To bring about better cooperation and method in distributing and marketing goods.

To keep both producer and consumer fully informed as to what goods are needed and as to what supplies are available, so that production may anticipate the country's demands.

"Goods and not money are the means of life. Better standards of living are impossible without producing more goods. Man cannot consume what has not been produced.

"At the war's end our allies had desperate need of the essentials of life. We have had to share our resources with them, but this drain will gradually lessen. In so far as our shortage of goods is due to this cause we can well afford to be patient.

"It is just as essential that we have patience with the economic situation here at home. The process of production requires time. If production is rapidly increased, vastly improved

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conditions will prevail in America when the results of present and future labor begin to appear.

"Team work is imperative. It is just as essential between retailer, wholesaler, and producer as it is between employer and employee. One group of producers cannot wait on another group. The manufacturer, the farmer, the distributor, must each immediately assume his part of the burden and enter upon his task. The Nation cannot afford curtailment of goods vital to the people.

"On American business rests a grave responsibility for efficient cooperation in bringing about full and proportionate production. On American labor rests an equally grave responsibility to attain maximum unit production and maintain uninterrupted distribution of goods if labor itself is not to suffer from further rises in the cost of living.

"The entire Nation—producer, distributor, and consumer alike—should return to the unity that won the war. Group interest and undue personal gain must give way to the good of the whole country if the situation is to be squarely met.

"Our common duty now, fully as much as in the war, is to work and to save. In the words of the President in his address to the country on August 25, 1919, only 'by increasing production, and by rigid economy and saving on the part of the people, can we hope for large decreases in the burdensome cost of living which now weighs us down.'"

"Work, save, cooperate, produce."

The statement bears the signatures of the Cabinet heads above mentioned, also that of Director G. B. Clarkson, of the Council of National Defense.

A Logical Lunatic

"Lunatics frequently return amusing answers," says the superintendent of a great insane asylum.

"One day a keeper was out walking with a number of harmless inmates, and the party met a pedestrian, not far from the railway tracks. With a nod toward the tracks, the traveler asked one of the lunatics:

"'Where does this railway go to?'

"The lunatic surveyed him scornfully for a moment and then replied:

"'Nowhere. We keep it here to run trains on.'"—*Youth's Companion.*

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—*Roche.*

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National Reclamation

(*Continued from page 675*)

rule have not been leached of their soluble mineral plant foods for centuries as the humid lands have, and therefore as a rule have more mineral plant food available for plant consumption than similar lands in the humid countries. An arid region has fewer cloudy days and proportionately greater sunlight, and as sunlight is one of the most essential necessities of plant growth, this constitutes an important advantage in agriculture. This is particularly true in the Pacific Northwest, where a mild climate combined with very long days during the growing season greatly stimulates vegetable growth.

The addition of irrigation water usually carries with it the addition of more or less plant food brought down from the hills by the flowing stream and has a tendency to preserve the fertility of the lands to which it is applied. This is especially true of the southern streams, which are usually laden with silt and contain an enormous amount of plant food.

There is much advantage in being able to apply water to growing crops at just the time and in just the quantity desired and to withhold it at will. All these advantages, properly utilized, make it possible to secure more than double the yield from irrigated land than the average yield from unirrigated land. It of course requires more labor per acre but less labor in proportion to product, and it thus becomes possible for the farmer to make a living on about half the acreage which he would require in the humid region, which in turn encourages intensive cultivation and large yields and permits closer settlement and enjoyment of better roads and better social advantages than are possible in scattered communities.

In most cases the products of the irrigation projects have local markets and perform a valuable service in facilitating the operation of our mines and the utilization of the immense grazing areas of the arid region by providing forage for carrying stock through seasons when grass is not available either on account of frost or drouth.

The Has and the Are

I'd rather be a Could Be
If I could not be an Are;
For a Could Be is a May Be,
With a chance of touching par.
I'd rather be a Has Been
Than a Might Have Been, by far;
For a Might Have Been has never been,
But a Was was once an Are.

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Recent Decisions of the Comptroller

THE decisions of the Comptroller of the Treasury, abstracts of which are given below, have been selected as having special bearing on the interests of the civilian employees of the Government:

Use of Annual Appropriation After Expiration of Fiscal Year

The services of civil service employees employed in connection with the performance of a contract, not being necessarily incident to the fulfillment of that contract, the salaries earned by such employees after the conclusion of the fiscal year may not be paid from an allotment for the work from a general appropriation for the preceding fiscal year.—*Comptroller Warwick to the Secretary of War*, July 2, 1919.

Assignment of Commuted Rations by Deserter from Coast Guard

The amount of commuted rations standing to the credit of an enlisted man of the Coast Guard is not forfeited by his desertion.

A letter from an enlisted man deserting from the Coast Guard addressed to another enlisted man, giving authority to draw the deserter's pay and apply it to his indebtedness, while not strictly an assignment in the form prescribed by law, may be recognized by the accounting officers as a valid authority to permit payment of the commuted ration money which had been authorized as an allowance to be paid directly to the enlisted man for the purpose of settling the deserter's indebtedness to the mess of which he was a member.—*Comptroller Warwick to the Secretary of the Navy*, July 3, 1919.

Restoration of Civilian Position After Discharge from Military Service

Under the act of February 25, 1919 (40 Stat., 1164), a civilian employee who has been drafted or enlisted in the military service during the war with Germany is entitled upon honorable discharge to reinstatement in his former position, notwithstanding the fact of his having accepted temporary employment elsewhere in the interval between the date of discharge and of application for reinstatement.—*Comptroller Warwick to the Secretary of Agriculture*, July 3, 1919.

Increase of Compensation, Bureau of Engraving and Printing

An employee of the Bureau of Engraving and Printing whose compensation is computed partly on a per diem and partly on a piecework basis is not entitled to any allowance as increased compensation under the act of July 3, 1918 (40 Stat., 814), upon the earnings received on a 50 per cent increase allowed him for overtime work.

The allowance of increased compensation under the act of July 3, 1918 (40 Stat., 814), in the case of per diem employees is computed and paid upon the rate of pay received for the regular working hours and is not affected by an allowance received for overtime work.—*Comptroller Warwick to the Secretary of the Treasury*, July 9, 1919.

Leaves of Absence, Arsenal Employees

The act of July 9, 1918 (40 Stat., 870), authorizing the Secretary of War to make payment of additional pay for work performed by employees of gun factories and arsenals on days of leave of absence

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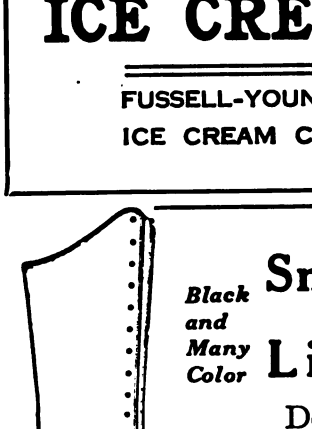
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granted by law, extends only to the employees theretofore considered as employees of gun factories and arsenals, and does not include employees of the field service of the War Department whose leave status on the date of the act was fixed by administrative action of the Secretary of War.—*Comptroller Warwick to the Secretary of War, July* 9, 1919.

Leaves of Absence, Arsenal Employees

Employees of executive departments upon being transferred to duties giving them the status of arsenal employees do not carry with them leave benefits, including continuity of service accrued in the executive department, but are entitled to the benefits and subject to the limitations of the act of August 29, 1916 (39 Stat., 617), from and after their transfer to and assumption of duty as arsenal employees in the same manner as newly appointed arsenal employees.

When an arsenal employee was transferred to and appointed in the Ordnance Department at Washington and subsequently was reemployed in the arsenal, said employee assumes the status of an arsenal employee *de novo* and is entitled under the act of August 29, 1916 (39 Stat., 617), to leave of absence at the rate of two and one-half days per month only upon the completion of a service year of 12 consecutive months.—*Comptroller Warwick to the Secretary of War, July* 19, 1919.

Leaves of Absence, Members of Naval Reserve Force in Temporary Civil Positions

The service year for leave of absence of members of the Naval Reserve Force who have been given temporary civil appointments in the Naval Establishment as provided by the act of July 11, 1919 (Public No. 8), begins with the date of oath of office to said civil positions.—*Assistant Comptroller Foree to the Secretary of the Navy, July* 14, 1919.

Employment Under Lump-Sum Appropriations

Where civilian employees are transferred at an increased compensation to statutory positions and said positions are subsequently and within a year from the date of transfer placed on a lump-sum roll as a result of congressional action, payment of the increased compensation is not within the restriction of the acts relating to increase of compensation under lump-sum appropriations.—*Comptroller Warwick to the chairman, Federal Trade Commission, July* 14, 1919.

Sea-Duty Pay, Coast Guard

The act of July 11, 1918 (40 Stat., 733) authorizing the payment of increased pay for sea duty to officers of the Coast Guard while operating with the Navy during the war with Germany is retroactive in its application and authorizes such increase for the entire period of the war both prior and subsequent to the date of the act.—*Comptroller Warwick to Capt. C. H. Jones Coast Guard, July* 14, 1919.

Compensation of Government Employees—Contributions from Private Sources

The contribution of funds by commercial organizations for the purpose of defraying traveling expenses of employees of the Government engaged in foreign trade investigation, relieving as it does to that extent the appropriation made for the salaries and expenses of such employees and thereby making the entire appropriation available for the payment of larger salaries has the indirect effect of supplementing from private sources the compensation o

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Government employees and is therefore within the prohibition of the act of March 3, 1917 (39 Stat., 1106).—*Comptroller Warwick to the Secretary of Commerce, July 16, 1919.*

Use of Surplus War Supplies

As the act of July 11, 1919 (Public No. 5), applies only to sales of surplus war property between the various Government services, where such sales can not be accomplished it is for Congress to determine what disposition is to be made of this property.

The obtaining of information whether a branch of the Government has on hand articles not required by the cessation of war activities is a detail left by the act of July 11, 1919 (Public No. 5), to arrangement by the several government services; and as said act is a restraint in making purchases under appropriations, vouchers for purchases outside the government service where the act of July 11, 1919, applies, should be certified to the effect that upon due inquiry made it was reported and found that the articles could not be purchased from any other branch of the Government.—*Comptroller Warwick to the Secretary of Commerce, July 17, 1919.*

Transfer of Employees Under Consolidation of May 20, 1918

Where the duties of employees of the field service of the Ordnance Department, United States Army, have been consolidated with those of other bureaus of the War Department under authority of the act of May 20, 1918 (40 Stat., 556), but their compensation is continued from Ordnance appropriations, the continuity of service of such employees is not broken and upon termination of their detail or assignment either by order of the President or operation of law, they revert to their former status.

In carrying into effect the consolidation of duties authorized by the act of May 20, 1918 (40 Stat., 556), employees should be definitely transferred to, and paid from the appropriation for, the service to which the duties have been transferred, but if this is not practicable the salaries of such employees should be prorated between the bureaus or agencies consolidated on the basis of the service performed for each.—*Comptroller Warwick to the Secretary of War July 22, 1919.*

Traveling Expenses Covering Portions of Two Fiscal Years

Where official travel commenced prior to the expiration of a fiscal year was properly chargeable to appropriations for that year, the expense of the return journey performed after the conclusion of such fiscal year is properly chargeable to the appropriation under which the commencement of the journey was authorized.—*Comptroller Warwick to F. A. Levering, Jr., Disbursing Officer, Alien Property Custodian, July 29, 1919.*

Application of Employees' Compensation Act to District of Columbia

Under joint resolution of July 31, 1919, Public Resolution No. 7, making available from July 1, 1919, appropriations for the fiscal year 1920 made in acts approved after July 1, 1919, the provision of the District of Columbia appropriation act of July 11, 1919, Public No. 6, applying the benefits of the Employees' Compensation act to employees of the District of Columbia, is effective also from and after July 1, 1919.—*Comptroller Warwick to the chairman, United States Employees' Compensation Commission, August 5, 1919.*

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In accordance with regulations of the Bureau of War Risk Insurance a policy of insurance on which the premium became due and payable on the last day of the month in which an Army officer was discharged from the service, lapsed and terminated if said premium was not paid by the last day of the following month.

An application for reinstatement of a lapsed policy of war-risk insurance unaccompanied by the premiums due and a statement as to the physical condition of the applicant is not a compliance in form or substance with the regulations of the Bureau of War Risk Insurance and cannot be so regarded.—*Comptroller Warwick to the Secretary of the Treasury, August* 5, 1919.

Longevity Pay—Public Health Service Reserve

An officer of the reserve of the Public Health Service on active duty is entitled to count all prior active service as a commissioned officer in the regular commissioned medical corps of the Public Health Service, whether such service is continuous or in broken periods, for the purpose of determining longevity pay.—*Comptroller Warwick to the Secretary of the Treasury, August* 11, 1919.

Availability of Appropriation for Expenditures of Previous Fiscal Year

The appropriation in the act of July 19, 1919, Public No. 21, providing "an additional amount for carrying out the provisions" of the vocational rehabilitation act of June 27, 1918, 40 Stat., 617, is, notwithstanding the existence of two lump-sum appropriations for the same purpose available continuously until expended, available for the purpose for which made for the fiscal year ending June 30, 1920, only.—*Comptroller Warwick to the Federal Board for Vocational Education, August* 12, 1919.

Employment Under Lump-Sum Appropriations

The act of October 6, 1917, 40 Stat., 383, restricting employment under lump-sum appropriations at an increased compensation, is not applicable to the employees of the War Trade Board, who by transfer as an organization, in accordance with the provisions of the act of May 20, 1918, 40 Stat., 556, were constituted the War Trade Board Section of the State Department: the restriction is applicable, however, to the employees of such section who have been employed within a year in a department or establishment other than the War Trade Board or the State Department.—*Comptroller Warwick to the Secretary of State, August* 13, 1919.

Leaves of Absence—Arsenal Employees

Former employees of gun factories and arsenals who failed to apply for and obtain leaves of absence under the act of August 29, 1916, 39 Stat., 617, before their separation from the service, have no valid claims for additional pay under the act of July 9, 1918, 40 Stat., 870, authorizing the Secretary of War to make payments of additional pay for work performed by employees of gun

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factories and arsenals on days of leave of absence granted by law.—*Assistant Comptroller Force to the Secretary of War, August* 21, 1919.

Traveling Expenses—Per Diem in Lieu of Subsistence

Where travel regulations provide that a per diem in lieu of subsistence will be allowed only for continuous absence from official headquarters exceeding six hours each day, an employee absent from headquarters a total of more than six hours each day, but who reports to headquarters at intervals during the day so as to reduce his continuous absence to less than six hours, is in the status of an employee operating from a central office to near-by points in the surrounding country, the cost of transportation only being paid and is not entitled to per diem in lieu of subsistence.—*Decision by Assistant Comptroller Force, August* 21, 1919.

Increase of Compensation of Civilian Employees

A teamster employed under a contract for personal services at a stipulated rate per diem contingent upon a further contract to furnish his own equipment, payment for which on a per diem basis is made by a different voucher, is not a civilian employee of the United States within the meaning of the act of March 1, 1919, 40 Stat., 1267, granting increased compensation during the fiscal year ending June 30, 1920, at the rate of $240 per annum.—*Comptroller Warwick to the Secretary of War, August* 25, 1919.

War Service Payments

The act of January 28, 1915, 38 Stat., 800, having provided that the Coast Guard shall constitute a part of the military forces of the United States to operate as a part of the Navy in the time of war, the personnel of the Coast Guard are entitled to the war-service payment of $60, authorized by the act of February 24, 1919, 40 Stat., 1151.

By the provision in the act of February 24, 1919, 40 Stat., 1151, that persons entitled to retired pay shall not be paid the war-service payment of $60 is contemplated men in the military or naval service who at date of resignation or discharge were entitled to retired pay either because they were on the retired list, having been called to active duty, or because they were discharged to be placed on the retired list, and therefore, an enlisted man in the Coast Guard honorably discharged who reenlisted and was later placed on the retired list is entitled to $60 in addition to all other amounts due him in pursuance of law.—*Comptroller Warwick to C. H. Jones, disbursing officer, United States Coast Guard, Washington, D. C., August* 27, 1919.

Compensation of Contract Employees

Where the compensation of a civilian employee of the United States is not fixed by statute but entirely by a contract which provides a per diem rate for "idle time" and which makes no provision for sick leave with pay, the term "idle time" as used in the contract does not include time absent from work on account of sickness, and therefore, the employee is not entitled to compensation for time absent on account of sickness.—*Decision by Comptroller Warwick, August* 28, 1919.

Contracts—Employers' Liability and Workmen's Compensation Insurance

Where a contract for furnishing labor provides that the contractor shall carry employers' liability and workmen's compensation insurance, the expense thereof

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to be borne by the Government, it is implied, unless otherwise stipulated in the contract, that the insurance is to be taken in accordance with the laws of the State in which the work is to be performed, the Government not being required to bear the expense of insurance taken under the laws of another State from which the employees come, which is offered as an inducement to obtain the necessary labor to fulfill the contract.

Where a contract stipulates that the contractor shall carry employers' liability and workmen's compensation insurance, the cost thereof to be borne by the Government, there is no authority to reimburse the contractor for premiums paid on a public liability insurance policy relating to liability of the contractor to the public generally, as the contractor does not bear to the public the relation of an employer.—*Comptroller Warwick to Capt. J. D. Lourim, disbursing officer, War Department, August* 28, 1919.

War Tax on Transportation—National Bank Examiners

Since all transportation companies are exempt under section 502 of the act of October 3, 1917, 40 Stat., 315, from payment of war tax on transportation service rendered the United States, national-bank examiners who are officers or employees of the Government may not be reimbursed for payment of war tax on transportation when traveling on official business.—*Decision by Comptroller Warwick, September* 9, 1919.

Commutation of Quarters, Coast Guard Officer Undergoing Treatment at Hospital

An officer of the Coast Guard properly in receipt of commutation of quarters and not placed on sick leave while undergoing treatment at a hospital in compliance with orders continues to be entitled to said allowance until relieved from such treatment.—*Comptroller Warwick to the Secretary of the Navy, September* 10, 1919.

Commutation of Quarters for Dependents

An officer of the Coast Guard in receipt of commutation of quarters under the act of April 16, 1918, 40 Stat., 530, is not entitled to the allowance upon being ordered to a hospital for treatment where such order has the effect of detaching him from the status of field duty.—*Comptroller Warwick to Capt. C. H. Jones, United States Coast Guard, September* 10, 1919.

Employment Under Lump-Sum Appropriations

The reinstatement of an employee in his former position, payable from a lump-sum fund, at the rate of compensation theretofore received, is prohibited by section 7 of the act of October 6, 1917, 40 Stat., 383, where there has been intermediate employment in another government department or establishment at a less rate of pay.—*Comptroller Warwick to the president, United States Civil Service Commission, September* 11, 1919.

Transportation of Household Goods

Transportation of household goods incident to change of headquarters of supervising superintendents, superintendents, and junior superintendents of construction and inspectors, Treasury Department, as provided by the act of July 19, 1919, Public No. 21, is not authorized where the shipment is to or from the homes of such employees at the commencement or expiration of furlough on account of lack of work, or from the point of last assignment to Washington,

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when the employees are detailed there from the field for special duty or transferred to the office force.—*Comptroller Warwick to the Secretary of the Treasury, September* 18, 1919.

Warrant Officers, Coast Guard—Increased Pay for War Service

The proviso in the act of May 22, 1917, 40 Stat., 87, that warrant officers of the Coast Guard shall "during the continuance of the present war" receive the same rates of pay as warrant officers of the Navy is effective only from the date of said act and not from the beginning of the war.—*Comptroller Warwick to Capt. C. H. Jones, United States Coast Guard, September* 19, 1919.

Employment of Retired Enlisted Men by Panama Canal

Pay received by enlisted men of the Army or Navy who have been retired from active service is not "official salary" within the meaning of the act of August 24, 1912, 37 Stat., 561, requiring the deduction from the salary of compensation paid by the Panama Canal of the amount of official salary received by persons in the military or naval service.—*Comptroller Warwick to the Governor of the Panama Canal, September 22,* 1919.

Detail of Employees of Civil Service Commission

The detail of employees of the Engineer Department at Large performing clerical duties to positions requiring similar duties in the field service of the Civil Service Commission but with compensation payable from river and harbor appropriations is not authorized by law.—*Comptroller Warwick to the Secretary of War, September* 23, 1919.

Transportation of Families and Effects of Consular Officers

As the appropriation for transportation of diplomatic and consular officers for the fiscal year 1919 made no provision for the payment of expenses of transportation of the families and effects of such officers, expenditures in that connection incurred prior to July 1, 1919, are not proper charges against the United States.

Where consular officers were unable to take with them their families and household effects on transfer to a new station during the fiscal year 1919, said families and effects may be transported subsequently under the appropriation provided for that purpose for the fiscal year 1920.—*Comptroller Warwick to the Secretary of State, September* 26, 1919.

Trade Unions

(*Continued from page* 679)

thize with them, but, knowing not how soon they might be placed in a similar position, would help them in their fight, and thus, what was at first merely a chat over a glass of beer, soon became a trade union. "Men," says Mr. W. T. Thornton, "are seldom collected together in large masses without speedily discovering that union is strength, and men whose daily avocations obliged them to be constantly using, and by use to be constantly sharpening, their wits, were not likely to be backward in making this discovery."

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(*Continued on page* 704)

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which the American Federation of Labor has made easily accessible is an essay on Trade Unions by William Trant, M.A., which was awarded a prize offered a few years ago by the Trade Union Congress of Great Britain. This, which is published in condensed form by the Federation of Labor, is characterized as "a standard work, prepared after considerable research" and carefully edited to suit American conditions.

Through the courtesy of the American Federation of Labor we are enabled to give our readers the benefit of this material. The five chapters of the essay are devoted to these phases of trade unionism, respectively: Historical Sketch, Progress and Development, Objects, Efficacy, and Influence.

Two instalments of the Historical Sketch have appeared in THE FEDERAL EMPLOYEE, in the issues of September 13 and October 11.

Synopsis of previous instalments.—The author draws attention at the outset to the fact that the phrase so commonly used, "the welfare of the state," has never meant "the welfare of the people" as a whole, but merely that of a privileged class. He then traces briefly the slow emancipation of the workers from serfdom and the rise of the "capitalist artisan." It is not until the reign of Henry II "that we find anything like a working class gathering itself together." Reference is made to the wage-fixing Statute of Laborers (23 Edward III, c. 1) as marking "the first 'crisis' on record between employers and employed in England." Wages gradually rose until in 1363 the peasantry enjoyed prosperity so great that an Act (37 Edward III, c. 14) vainly sought to enjoin certain classes of workers from indulging in extravagance in eating and drinking and in dress. From this time until 1390 the workingmen of England were better off in a material way than ever before or since.

The people of England had long been familiar with the principle of association for trade and other purposes. Brotherhoods of merchants early developed for mutual assistance and protection, followed, in the fourteenth century, by the appearance of craft-guilds. Special mention is made of the Masons as the noblest of the guilds of the Middle Ages. The steady divergence of the employers and the workers and the growth of freedom and power on the part of the latter are dealt with. The unsuccessful Peasants' Revolt in 1381 marked the beginning of three centuries of misery and oppression for the working classes. The idea of social justice as set forth in More's *Utopia* is emphasized as it well deserves to be.

The illustration entitled "Interior of a Weaver's Workshop" (from Hogarth's engraving, "The Fellow 'Prentices at Their Looms (Industry and Idleness)," is from *London in the Eighteenth Century*, by Sir Walter Besant, London (Adam & Charles Black, 1902; that entitled Arkwright's Mill" is from Trail's *Social England*, vol. 5; and the remaining illustrations are from *A Short History of the English People*, by John Richard Green, M.A. (illustrated edition edited by Mrs. J. R. Green and Miss Kate Norgate; vol. 4), London (Macmillan & Co., Limited; James Finch & Co., Limited; no date).—EDITOR.

Contributor: Here is a little article which I wish to submit to the editorial——
Editor (with a graceful wave of the hand): Very sorry; we are full just now.
Contributor: Very well; I will call again when some of you are sober.—*Ex.*

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THE FEDERAL EMPLOYEE

OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Vol. IV WASHINGTON, NOVEMBER 15, 1919 No. 23

Customs and Immigration Problems Dealt With

The action of the San Francisco Convention on various questions—salaries, overtime, promotions, working hours, leave, etc.—vitally affecting the employees of two big services of the Government.

MUCH TIME and attention were given by our Third Annual Convention to discussing and acting on many problems of moment to the thousands of workers throughout the country in the employ of the Customs and Immigration services. The doings of the Convention in these lines are briefly set forth below. In the detailed report of the San Francisco gathering will be found much of the discussion on some of these topics, which is interesting as showing the reasons which led the delegates to the conclusions embodied in their action:

Resolution No. 29 (introduced by Delegate VALE, Galveston, No. 33)—

Urging the Secretary of the Treasury to establish the eight-hour day for Customs Inspectors, Weighers, Samplers, and other employees of the Customs Service, with payment for overtime in excess of eight hours, and on Sundays and holidays, in conformity with the established rule whereby longshoremen receive overtime pay, all such overtime be paid for by the shipping interests or transportation companies.

Adopted.

Resolution No. 1 (introduced by Delegate GRADY, Portland, No. 7)—

Urging that Night Inspectors in the Customs Service who perform the same duties as Day Inspectors receive equal compensation.

Resolution No. 149 (introduced by Delegate SLEEP, Boston, No. 25)—

Submitting suggestions for relief of Customs employees of the United States in Appraiser's Office, Boston, and asking that the Executive Council be directed to use all their efforts to secure such relief. These suggestions include: (1) reclassification of the Customs Service, with automatic increases of salary and an immediate increase until the reclassification is accomplished; (2) payment for overtime work; (3) extension of annual leave to more than fourteen days as at present allowed; (4) immediate action on Nolan Minimum Wage bill.

Adopted.

Resolution No. 62 (introduced by Delegates NAGL and EBEY, Chicago, No. 27)—

Petitioning Congress on behalf of the U. S. Customs Examiners to establish a minimum salary of $2,400 per annum for such employees as the least compensation commensurate with the class of work done by them in comparison with the salaries paid similar employees of commercial firms.

Adopted.

Resolution No. 100 (introduced by Delegate RYAN, New York City, No. 4)—

Providing that the NATIONAL FEDERATION OF FEDERAL EMPLOYEES ask the Secretary of the Treasury to rescind the order issued by him against the payment of night service on waiting time for U. S. Customs Inspectors who are obliged to remain on duty to supervise the lading and unlading of bonded merchandise, inasmuch as the companies are willing to pay the inspectors for their time and pay their own checkers for such time.

Adopted.

Resolution No. 125 (introduced by Delegate FITZGERALD, New York City, No. 4)—

Endorsing H. R. 8627, which au-

(*Continued on page* 7)

Will Ask Ten Cent Fare

President Ham Declares Present Rate Insufficient

THE PEOPLE of Washington will be called on in the near future, according to President William F. Ham, to pay ten cents fare on the lines of the Washington Railway and Electric Company, provided the District Commissioners grant an increase over the present fare of seven cents.

The reason advanced by Mr. Ham for asking the additional three cents is that the present rate will not net the company a fair increase on its investment. The additional revenues added by the seven-cent fare aggregate about $1,225,000, or about three times as much as President Ham first declared that the company would need.

Figures will again be submitted to the Public Utilities Commission showing that the fare should be raised to ten cents in order to keep the company on its financial feet. No promise of better service is held out to the public under the present seven-cent fare charge, but, on the contrary, President Ham has stated that the long-promised improvement in rolling stock and right of way will not be made at present, as the company is not able to stand the expense of making repairs on an extensive scale.

Engineers of the company are again going over the property and estimating the cost of the roads with a view to submitting new figures to the District Commission. It is thought that the new estimates will be in the hands of the Public Utilities Commission before the month is out.

Former estimates, according to District officials, are based on the present cost of material and the highest amount possible was set on the value of rails, structures, rolling stock, etc. The new figures will most likely be based on the cost of material at the time they are prepared. No depreciation cost will be deducted.

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Commissioner Louis Brownlow stated that he would not consider the proposition offered by the WRECO until a fair trial had been given the seven-cent-fare system. When the company has shown that it cannot exist on the present rate of fare, the Commission will again go into the matter of granting the company additional financial relief.

Officials of the Capital Traction Company headed by George E. Hamilton say that their company will greatly profit by the increase in fare, and that in the past under the straight five-cent fare the company prospered. Additional revenues exceeding $1,000,000 a year will be netted by the Capital Traction Company under the present system. This money was not asked for, and the burden is on the people, who will be forced to contribute this amount where it was and is not needed.

Better service on the Capital Traction has been promised, as a number of new cars have been ordered from the builders and will be on the street in the near future. Officials of the company have said that by spring enough up-to-date open cars will be in service to use on all suburban lines of the company and that a number of large interurban cars have been ordered. Many of the cars that are in service now will be discarded, gradually, until the larger carriers are in operation.

New cars that will be put in operation here will probably be of the two-deck design and are built to carry more than double the number of people that are carried by the present cars.

International Congress of Working Women Adjourns

End of a remarkable gathering. World-wide eight-hour work day endorsed. Home work condemned. Need for more effectual care of mothers and infants stressed. Other important topics considered.

AN EIGHT-HOUR day as the basic working day for the world was strongly advocated at the International Congress of Working Women, which has just closed its sessions in the New National Museum in this city.

Mme. Constancia Olschewska of Lodz, Poland, a delegate from the Polish Textile Workers Union to the congress, declared that farm work in Poland would be carried on by two shifts of workers if the eight-hour bill, soon to be presented to the Polish National Assembly, is passed. The bill contains a clause providing for two shifts for agricultural workers—the first working from 4 a. m. until noon, the second from noon to 8 p. m.

While Mme. Olschewska was seconded in her approval of the adoption of the eight-hour day, as an international standard, by Signora Cabrini Casartelly of Italy, and by Mlle. Jeanne Bouvier of France, the contention was made by Dr. Alma Sundquist, Sweden, that the short summers in her native land made the enforcement of such a standard impossible.

Delegates from the various countries were unanimous in declaring themselves against home work, on the grounds that it pays poorly, makes for ill health, and encourages child labor.

A new era in which men and women will share alike in the responsibilities of the home and the community, and in which the care of mothers and infants will be regarded in a purely scientific way, was predicted in addresses at the congress.

Miss Julia Lathrop, chief of the Children's Bureau of the Department of Labor, spoke in favor of placing men and women on an equal footing and for the development of "the professional dignity of all motherhood."

She outlined the salient features of a bill pending in Congress for the protection of maternity and of children.

Other speakers were M. Souzek, President of the Ministry of Labor for Czechoslovakia, and Dr. Alise Hamilton of Chicago.

Prohibition of night work for men and women in all industries except those which are continuous was a subject of much discussion.

A resolution, unanimously adopted, concerned the employment of women in hazardous industries, prohibiting such employment "only in trades which cannot be made healthy for women as potential mothers."

The congress closed at noon November 6.

Women to Vote in Upper House

A recent cable from London stated that the British House of Commons has at last recognized the women of the nation to the extent of granting them the right to sit and vote in the House of Lords. This amendment to the pending bill for the removal of sex disqualifications was passed by a vote of 171 to 84.

Departmental Notes

THE WAR Department Branch of Local No. 2, Federal Employees Union, holds its regular meetings the first Friday in each month, at Union Headquarters, 1423 New York Avenue Northwest, at 8 p. m. The officers are:

JAMES C. BLACKWELL, *President*
P. M. KENNERLY, *Vice-president*
Miss GEORGIA LUDWICK, *Secretary*

NEW COOPERATIVE STORE AT WAR RISK BUREAU

The Treasury Department contemplates opening a new cooperative store at the Bureau of War Risk Insurance in the near future. Business of the present two stores has developed to such an extent that it has become practically impossible to meet the demands of all employees.

WAR RISK BRANCH ELECTS OFFICERS

Harley H. Milks, Reviewer, of the Claims Division, has been elected President of the War Risk Branch, and Harry Taylor, of Personnel Division, Secretary.

Each Division of the Bureau has a Vice-president, and the following were named for the several divisions, respectively:

Personnel, Mrs. Charlotte Hackett.
Allotment and Allowance, Francis V. Monroe.
Actuarial, Miss Alice Langford.
Legal, Charles G. Barry.
Insurance, William Cleveland.
Medical, Miss Frances Morrison.
Compensation, William Salisbury.
Receipts and Disbursements, Miss Margaret Hesen.
Finance, W. Frank Bryan.

The Executive Committee consists of Mrs. Luella G. Poindexter, Carmine Garofalo, William Cleveland, Miss Mary Giles, and James W. Scott.

At the first meeting of the newly elected officers and the members there will be open discussion of the problems affecting the welfare of War Risk employees.

Regular meetings of the Branch are held in the west wing of the Public Library, second floor, at 9th and K Streets, N. W., on the second Tuesday of each month. Next meeting, November 18, 8 p. m.

NAVY YARD BRANCH ELECTION

At the regular weekly meeting, held October 8, of the Washington Navy Yard Branch of Federal Employees Union No. 2, the following officers for the coming year were installed: President, Lew S. Mohler, Supply Department; First Vice-president, G. E. Blew, Accounting Office; Second Vice-president, W. B. Long, Ordnance Department; Secretary-Treasurer, Miss Edna Jones, Accounting Office; Guardian, E. L. Weber, Supply De-

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partment; Yard Mediator, F. V. Lyons, Accounting Office; First Representative, F. V. Lyons, Accounting Office; Second Representative, Dr. C. Eder Reed, Accounting Office.

MEETINGS FOR ORGANIZING COMMITTEES ON CLERICAL SERVICE

All meetings, which are conducted under direction of the Joint Reclassification Commission and in furtherance of its work, will be held in the Auditorium of the Interior Department at 18th and F Streets, N. W.

November 15

Docket Service and Clerks of Courts	9 a. m.
Mail Service	11 a. m.
Counters	1 p. m.

November 17

Assessor and Appraiser Service	9 a. m.
Dead Letter Office	10 a. m.
Comparers, Verifiers and Checkers	11 a. m.
Miscellaneous Clerical Service	2 p. m.

WHAT WE STAND FOR

Article I.

Section 1. *The objects of this organization shall be attained by petition to Congress, by creating favorable public sentiment, by cooperation with government officials and employees, and by other lawful means.*

Provided: That under no circumstances shall this Union engage in or support strikes against the United States Government.

The foregoing is an extract the Constitution of Federal Employees Union No. 2.

The Union Label

The union label organizes the purchasing power upon lines of fair conditions of labor, as against those conditions that destroy the health and morality of the producer and endanger the well-being of the purchaser.

Ash sifting may be made a valuable means of moral uplift by suppressing what you want to say when the can tips over.

When putting up the screen door for the first warm days, it will save time if you remember that you put away the screws in the matchpocket of that old coat you wore when you took down the screen in October.—*Life.*

Box Lunch Vendors Arrested

Eleven men arrested by police subsequently released by Court

CAPTAIN ROBERT EMMET DOYLE, of the Third Precinct, Metropolitan Police Force, issued an order early last week to clean up the streets of box-lunch vendors and see that their activities were effectively curtailed. The area captained by Doyle includes the main office of the War Risk Insurance Bureau.

About 11.30 a. m. on the day ordered for the cleanup, a detail of officers was dispatched to the Bureau of War Risk Insurance with orders to bring in everyone who even looked as if he might be a peddler of the box lunches.

ELEVEN VENDORS ARRESTED BY ORDER OF POLICE CAPTAIN

Eleven men were arrested and lined up near the building with orders to stay there and stop selling the lunches, as they were under arrest and would be taken to the station house.

This action, according to the officers, was taken for the reason that the men were all violating the regulation pertaining to sales made by street vendors. The law provides that a street vendor unless upon a regularly designated stand can stop his vehicle only long enough to make a sale and must then move on.

Four men, all employees of Leoffler's Liberty Lunch Company, were subsequently taken into court and on November 5 were given a hearing in Police Court before Judge Hardison.

WITNESSES TESTIFY THAT REGULATIONS WERE NOT VIOLATED

Evidence was presented that showed positively that the men in question were not violating any traffic regulation, but were, in fact, moving when arrested by the officers from the Third Precinct. Each man arrested testified that he was keeping his vehicle in motion except at the times that he stopped to make a sale.

A manager of the company declared before the court that the day his men were apprehended he was on the ground for the purpose of seeing that the men did not violate the regulations.

About fifteen witnesses were called for the defense and in each case stated that the vendors of the box lunches stopped each time they were hailed only long enough to make a sale and then moved on.

OFFICERS SAY CAPTAIN DOYLE ORDERED CLEANUP

The officers who made the arrests (names not available) testified under oath that they had been ordered by Captain Doyle, of the Third Precinct, to make a cleanup, and that they obeyed his orders without question. Captain Doyle was acting on orders received from higher up, and in turn the Major and Superintendent was being urged on by the Commissioners.

When asked about the arrest of the vendors officers at the Third declared that they knew nothing about the matter, and that no record was made of arrests for any such offense. A gag order in this particular instance has been put in effect as regards the Third Precinct.

COMPLAINT OF LUNCHROOM KEEPERS CAUSE OF ARRESTS

This action is apparently a direct blow at the sale of the box lunches and thus far the District Commissioners have disregarded absolutely the request of the federal employees to issue an order exempting the vendors of box lunches from the regular order.

The number of complaints received at headquarters from proprietors of lunchrooms near the departments have been responsible for the cleanup order issued from the office of the Commissioners.

Better Salaries for Federal Employees Advocated

The *Capital* is whole heartedly in favor of increased salaries for federal employees. While the cost of living has been shooting skyward, government wages have remained at a standstill, and during the past fifty years no readjustment of basic salaries has been had, the result that many federal employees are pitifully underpaid. There are men in Des Moines at the present time, employed by the government, who work 8 hours a day, six or seven days a week, who are receiving regular salaries of but $50 to $60 per month.

No employee of the government service should receive a salary of less than $3 per day. . . . With the enormous appropriations the people of the United States are making for relief in Europe it is not inconsistent to insist that proper attention be given to relief of certain unhappy conditions which exist within the boundaries of our own land, the remedy for which lies in the hands of Congress. The bulk of the salary increase which the government should grant its own employees will be spent in the United States and none of it will be lost to the country as a while.—Editorial in *The Des Moines (Iowa) Capital.*

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The FEDERAL EMPLOYEE

A Magazine for Government Workers

VOL. IV NOV. 15, 1919 No. 23

THE FEDERAL EMPLOYEE is published weekly by the National Federation of Federal Employees at the Offices of the Federation, 1423 New York Avenue, Northwest, Washington, D. C.
Editor, JOSEPH G. GURLEY.
Business Manager, E. J. NEWMYER.

OFFICIAL MAGAZINE OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Entered as second-class matter, August 24, 1916, at the Postoffice at Washington, D. C., under the Act of August 24, 1912.

OUR AFFILIATION TO THE A. F. OF L.

Just as we are going to press news of deep import to all civilian employees of the Government, especially to the organized employees, comes from the United States Senate Chamber. At a night session held November 11, when only a few Senators were in their seats, on motion of Mr. Myers (Dem.) of Montana a rider was added to the salary-increase bill for the police force of the District of Columbia, which reads as follows:

"No organization of governmental employees shall affiliate with any outside organization which uses the strike or which assists any other organization in the use of the strike in the adjustment of grievances."

The Myers amendment was adopted by a vote of 7 to 5, and later in the evening the bill was passed and sent to conference. Before becoming a law it must be agreed to in conference and pass both Houses of Congress.

The Executive Council of our National Federation, which was in session in this city at the time of the Senate's action, with every member present, unanimously adopted a resolution to stand by the affiliation of the organization to the American Federation of Labor. Our Federation officials pointed out that—

"the seven Senators who voted for the Myers rider seem to overlook the fact that the American Federation has no power to call a strike of any of its affiliated organizations, and that the NATIONAL FEDERATION OF FEDERAL EMPLOYEES has therefore complete autonomy in this and all other respects. Our organization has a consistent record of opposition to strikes by government employees, and the clause in the constitution prohibiting strikes is held as one of our vital principles. There is no power on earth except government employees themselves that could call a strike of government employees, and their organization by its constitution prohibits them from doing so."

As is generally known, at least to our membership, the no-strike clause in the constitution of our National Federation reads as follows:

"Provided, that under no circumstances shall this Federation engage in or support strikes against the United States Government."

In connection with the Myers amendment the fact should be borne in mind that, in addition to our own organization, at least fifty national labor organizations having members in the government service are affiliated to the American Federation of Labor. A few of those organizations are the Letter Carriers, the Railway Mail Clerks, the Postoffice Clerks, the Navy Yard Machinists, and all the other metal trades, engineering trades, building trades, printing trades, and even some of the sewing trades, employed in the vast government plants of the War and Navy Departments, and various other branches of the Government in Washington and throughout the country.

It is the hope and the belief of our National Officers that, as the matter becomes better understood in all its bearings, the Myers amendment will fail of adoption.

On another page of this issue President Ham of the WRECO sounds the cheerful note that the Washington public will probably have to pay a TEN-CENT FARE in the near future. "Forewarned is forearmed." The burning question is, What are WE, the people, going to do about it?

HOW TO DEFEAT RADICALISM

There is only one way to meet radicalism and that is to deprive it of food. The only way to keep men from agitating against grievances is to remove the grievance. As long as there is something to correct, I say Godspeed the agitators.—Woodrow Wilson.

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Rent Profiteering Calls for Congressional Action

A Bill to provide for government controlled housing project introduced.

RENT profiteering in the District has finally driven the hundred thousand government employees to action. The conditions under which the poorly paid federal workers have had to live during the last two years have been steadily growing worse since the signing of the armistice, and the saving of anything from their meager salaries is practically impossible. Every penny is required to assure the employee of the Government a halfway decent existence.

Congress has recognized these conditions and, after struggling to secure regulating legislation which does not regulate, has finally "taken the bull by the horns" and now proposes to provide hotels of their own in which these employees may live under decent and comfortable surroundings.

THE GOVERNMENT TO ERECT SERIES OF HOTELS

The plan contemplates the erection of a series of hotels in various sections of the city. They will be located within walking distance from the department each is intended to serve. This fact will greatly relieve the present congested transportation systems and, at the same time, save thousands of dollars for these public servants.

The hotel plans contemplate suitable quarters for single young men and women and also for families of not exceeding four people. There will be single rooms with external or jointly used baths and toilets, similar to the Y. W. C. A. and Y. M. C. A. accommodations. There will also be the following combinations:

Bedroom and bath; bedroom, living room and bath; bedroom, living room, kitchenette, and bath; two bedrooms, living room, kitchenette, and bath.

THE NEW STRUCTURES WILL PROVIDE ALL CONVENIENCES

The buildings will be thoroughly modern, fire-proof and completely and comfortably furnished, with gas, electric light, and vacuum-sweeping systems. There will be a cafeteria and bakery to furnish meals for those who desire them and bread and rolls to those who provide their own meals.

In fact, these structures will embody every ideal condition possible within the scope of the investment and possible income therefrom.

(*Continued in third column*)

Orders Girls From Apartment

Greek owner demands young women pay exorbitant increase in rent or move out.

IN SPITE of the fact that Congress has decreed that no one can be ejected from his home without being given due notice of 60 days, and then only when the owner of the property needs the premises for his own use, two young women were ordered very recently to leave their apartment on an hour's notice.

Ulysses Exydias, 1133 14th street, is the landlord in question. Several weeks ago the man purchased an apartment house and promptly raised rents on the tenants from $23 a month to $60. Some of the people in the apartment paid the sum, others would not.

THE YOUNG WOMEN ORDERED FROM THEIR APARTMENT

The top floor of the building was occupied by Miss Bruizilla Sharpe and her sister Aquilla, both government employees engaged in war work. On advice of their friends they refused to meet the advance and were ordered out.

On returning from work one night recently, the two young women found the door to their apartment closed and a large padlock attached. They demanded that the landlord let them in, as their clothing and furniture were inside. The man is alleged to have refused and told the girls that they would get their property when they paid up the balance due on their rent.

ENTER HOUSE BY WAY OF THE FIRE ESCAPE

Getting in touch with a friend, the two girls explained the situation and were told to get in any way possible. District Attorney Ralph Given ruled that they were entitled to stay on the premises.

Mounting the fire escape, the girls entered their apartment and went about getting their evening meal ready. Exydias meanwhile called the police, declaring that burglars had entered the top floor of his apartment house and were ransacking the place.

Detective Sergeants Cornwall and Berman were dispatched on the case and discovered the two young women in the act of straightening up their rooms.

The owner of the house then came to the door and, taking off the lock, demanded that the girls move out and told the police to see that they obeyed his order. One of the young women fainted and her sister became hysterical, while the Greek owner stood in the door and leered at them.

THE POLICE REFUSE TO INTERFERE IN THE MATTER

The police refused to take any action in the matter but informed the owner of the apartment that should the girls register any complaint against him, he would face a jury in the police court to whom he could make explanations.

Both young women are still occupying their apartment, but expect to move out in the near future. It is said that suit will be brought against Exydias for damages.

Rent Profiteering

(*Continued from first column*)

RENTALS TO RANGE FROM $10 TO $50 MONTH

It is expected that the rentals will range from $10.00 for a single room to $50.00 for the largest suite.

The income from rentals will be sufficient to pay 4 per cent interest on the bonded indebtedness and also supply a sinking fund of 4.4 per cent, which in 25 years will entirely refund the money invested.

Every person who has a friend in the government service should write one Senator or Representative in Congress and urge the passage of this bill. It is a duty to do so. To remedy this disgraceful condition in the Capital is a national duty.

Attention Judge Gary *et al.*

SPEAKING OF COLLECTIVE BARGAINING—

(President Wilson to the Director General of Railroads, August, 1919)

"You are hereby authorized to say to the railroad shop employees that the question of wages they have raised will be taken up and considered on its merits by the Director General in conference with their duly accredited representatives.

"I hope that you will make it clear to the men concerned that THE RAILROAD ADMINISTRATION CANNOT DEAL WITH PROBLEMS OF THIS SORT OR WITH PROBLEMS AFFECTING THE MEN, EXCEPT THROUGH THE DULY CHOSEN INTERNATIONAL OFFICERS OF THE REGULARLY CONSTITUTED ORGANIZATIONS AND THEIR AUTHORIZED COMMITTEE."

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Convention "Stands Pat" on Retirement Question

Here is the discussion (slightly abridged), in the San Francisco meeting, on the pending Lehlbach-Sterling Retirement bill, ending in the almost unanimous reaffirmation of the action of our Chicago Convention endorsing a similar measure.

DELEGATE POOLER (Albuquerque, No. 40): "This is the measure in which the Albuquerque Union has taken considerable interest. Our union feels that there are some very glaring defects in the present act. We particularly object to that portion of the act that prescribes that the assessment should be based on the entire salary of the men, and that the annuity should be figured on a salary basis of $1,200. It seems to us this is a very unfair proposition, especially for one which is made mandatory by the Government. We feel that if the Government makes an annuity, or allows an annuity, for the $1,200 men for a certain amount, the higher-paid employees should either receive a larger annuity or have their assessments based on a $1,200 maximum."

"We know, of course, that this bill has been approved in the past and is now in Congress; but there seems to be a growing feeling that it is an unwise bill, that the part of wisdom would be for the federal employees to ask Congress to amend the bill so as to remove the fundamental objections. There is a practical advantage in doing this if we propose to ask for amendments anyway, and I presume, of course, this is the idea ultimately. Certainly if we allow this bill to go through as drafted, without any protest whatsoever, we are hardly in a very good position to ask in the near future to have it amended to remove our objections. I know that retirement legislation has been attempted many times before this, but we are getting nearer and nearer to it all the time, and Congress is realizing more and more there must be some retirement legislation, and it is reasonable to suppose we can get nearer the kind of a bill federal employees are entitled to; and all we will have to do is to wait a bit. Therefore I recommend that the Convention vote against the adoption of the resolution.

Delegate RYAN (Washington, No. 2): "I do not believe the delegates desire to debate retirement legislation at this time, but I do believe the delegate from Albuquerque should take back to his local a word or two in order to make it easier for them to understand, as they apparently do not understand, the situation.

"One point the gentleman makes refers to a provision which is not to the minds of many of us fair, a provision which we do not want; but he should be reminded that the retirement bill is the answer to the complaint that the federal employees could not and did not get together in a demand for legislation on this subject. Finally a number of organizations of which we are but one did get together, and the pending bill is accepted by the Joint Conference on Retirement and is almost identically the bill drawn by the federal employees unions with this one exception; in other words, we made this single concession to get united action on the part of all government employees. And it does seem to me that those of us who are apparently adversely affected—it is only in a slight degree, but this one provision does adversely affect some of us most certainly—the least we can do is to make a concession and see that the retirement bill is passed *now*, allowing such amendments as should come to follow in the natural course of events. The Reclassification Commission is now working out a plan for the government employees in the District of Columbia and will soon be working for the 400,000 employees throughout the United States, and it is going to make a recommendation with regard to a retirement law. If the Sterling-Lehlbach bill can be passed now the Reclassification Commission can be urged by the Albuquerque Union and the rest of us to make very quickly any modifications found necessary."

Delegate DANNELLEY, Laredo (No. 36): "I have been instructed by my local to vote against any form of retirement bill which takes from the employees part of their salaries; and I want to go on record here now as against any such retirement bill."

Delegate SMITH (Washington, No. 89): "It seems to me that the delegates who are now making objections to the retirement bill must be unaware of the long fight that we have had heretofore (not less than fifteen years) to reach some conclusion in this matter. The different organizations, as Delegate RYAN has just said, have struggled to get together on some bill, and they have finally combined on this one bill. Not only that, the different bodies whose representatives are in Washington and served on a joint committee which worked out this question, have backed the Sterling-Lehlbach bill with convention action, as our own convention did last year, and the others did so. We are now on the verge of success and for us to withdraw at this time would be most dishonorable. We have given our word—the National Convention did it last year—and for a majority of any group at this time to become dissatisfied and overturn the action of the last Convention, which was put into effect during the year, and the results of which are still in progress, would seem to be a most impolitic thing, a most unwise thing, and most unfair. It would not be playing fair at all with our fellow-workers—the postoffice clerks, who worked so hard with us; the Association of Letter Carriers, the Railway Mail Clerks, the Machinists—there were 25 national organizations, if I am not mistaken, represented on the joint committee in Washington, working out this question. What could we say to them? I ask Albuquerque and all the other locals interested in this matter, who do not at the most number more than a few thousand members, whether they think their group has any right at this time to upset the legislative program and ask our organization to withdraw from a program to which it has been committeed for the last few years. What can we say to the other organizations?"

Delegate TAYLOR (Washington, No. 71): "Being somewhat familiar with the situation of the retirement measure, I am constrained to back up the statement of Dr. RYAN and Miss SMITH, notwithstanding the fact that, as to the point at issue, the Albuquerque Local's position appears plausible. But I want to say for the information of the Albuquerque delegate that, if you undertake to amend this bill as it stands now before Congress, before it is passed, you are going to kill every opportunity for a retirement measure in the next twenty years."

Delegate NITZ (Boston, No. 25, and Wood's Hole, No. 74) read a letter sent him by President David and Secretary Thomas of the Wood's Hole Local, as follows:

Referring to the circular of the Albuquerque Union No. 40, herewith advise that Union 74 agrees with them in this matter of pension, and in representing this Federal Union No. 74 at the Convention it is our desire that endeavor be made to agree on a retirement bill along the ideas proposed.

Referring to the foregoing, Delegate NITZ said: "As the delegate for Local No. 74 I feel it is my duty to

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stand with Brother POOLER in his request."

Delegate BERRYESSA (San Francisco, No. 1): "I hope this body in its wisdom will surely stand by the report of the committee, for this reason alone: We have had experience right along in the line of retirement. We have spoken to our Congressmen along different lines, and as you know, it is over fifteen years that we have been trying to get some retirement law. If this body goes on record as not adopting the bill before Congress, I don't see where we are going to have any chance for at least six years to secure the passage of such a bill."

Delegate BISCHOFF (San Diego, No. 63) asked to have placed on the record the following instructions received by him from President Siebert of his local:

At a meeting of the Federal Employees Union No. 63, San Diego, California, on Tuesday evening, September 2, 1919, resolution was passed instructing you to work for a non-contributory and more liberal pension bill. Lehlbach-Sterling bill not at all satisfactory in present form. Amendments suggested by Albuquerque a decided improvement but do not go far enough.

Delegate BISCHOFF continued: "From a personal standpoint, what I want to see more than any other one thing is the establishment of the principle of retirement, regardless of what the bill may be. I am satisfied and you are satisfied—I know you are satisfied—with any bill which might be put on the statute books, because it can be amended later, so as to eliminate all objectionable features and put everything on an equitable basis; therefore I believe the report of this committee should be passed."

Delegate NEWBOLD (Muskogee, No. 47): "As I understand it, the Reclassification Commission have assured the officers of our organization that they will recommend the amendment of this bill shortly after its enactment. Our local has discussed this matter more than anything else. We are not satisfied with this bill, and I have stated so myself. Now, I am going to vote for the approval of the report of the committee, but I want to make this statement so that the record will show why I am doing it, with the understanding that this recommendation is to be made. Also, this organization has agreed with twenty-five other organizations that they will support this bill; therefore I think it would not be honorable for us as an organization to turn down the agreement which was entered into before."

Delegate POOLER (Albuquerque, No. 40): "I want to make it clear that the Albuquerque position is based upon the belief that the bill itself is based upon wrong principles; that is, the premium is put on the short service as against the long service, and the man who has by the doing of good work raised himself so that he receives a larger salary is discriminated against."

Delegate NAGL (Chicago, No. 27): "I think I have been interested longer in retirement legislation than anyone here. I have been the National Treasurer and the National Vice-president of the Retirement Association. I have appeared before two Republican conventions and two Democratic conventions at my own expense, and we succeeded in only one instance in having retirement inserted in a platform. That was at the last Democratic convention. In the last month I have been told by eight leading Congressmen that we must stop offering amendments, and I was specifically warned that we must not be fooling around with the question any longer if we want to get anything regarding retirement on the statute books at the present time. Otherwise, we shall go back to where we were twenty years ago."

Delegate MURPHY (Omaha, No. 20): "As one of the old-timers, one who has had forty years service in the Quartermasters Corps, I want to say I am heartily in favor of this bill. I have been looking for the day when a bill of this kind would come before Congress and be pushed through. I think it is a fair bill, or at least the fairest we have had put up so far. It is for us to get something on the statute books, and then we can amend later."

The report of the committee was then adopted almost unanimously, the Convention thus endorsing the pending Lehlbach-Sterling Retirement bill.

Customs and Immigration Services

(*Continued from page* 1)

thorizes the Secretary of the Treasury to fix compensation of Assistant Appraiser, Port of New York, at $4,500 per annum, and recommending that the National Officers be directed to urge this measure for immediate adoption.

Adopted.

Resolution No. 30 (introduced by Delegate SLEEP, Boston, No. 25)—

Urging the necessity for increase of salary for U. S. Customs Guards so that their base pay will approximate $1,825 per annum, after probationary period, and setting forth certain facts in support of the necessity for this proposed increased compensation.

(Covered by general salary-increase resolution, which appears on page 8.)

Resolution No. 88 (introduced by Delegate FITZGERALD, New York City, No. 4)—

Providing that the National Federation take up the matter of traveling expenses for unnumbered laborers, Customs Service, Port of New York, who are not reimbursed for such expenses as are numbered employees of the same class.

Adopted.

Resolution No. 87 (introduced by Delegate RYAN, New York City, No. 4), as amended by the Convention, endorsed the petition of U. S. Customs Weighers' Laborers to obtain a civil service status and pledged the best efforts of the National Federation to obtain from the department and the Civil Service Commission their approval of said petition.

Resolution No. 89 (introduced by Delegate FITZGERALD, New York City, No. 4)—

Asking that the National Federation take up the matter of changing the title of "laborer," Customs Service, Port of New York, to "scaleman."

Adopted.

Resolution No. 97 (introduced by Delegate VIELE, New York City, No. 4)—

Urging the National Federation to secure, through the Secretary of the Treasury, adequate representation of the employees on the Personnel Committee representing the various branches of the Customs Service at the Port of New York, and, failing in this, to secure legislation by Congress as soon as practicable giving Personnel Committees a legal status, defining their powers, and making them answerable to proper authority, the employees to have equal representation on such committees, and their representatives to be chosen by a majority vote of the employees immediately concerned.

Adopted.

Resolution No. 54 (introduced by Delegates SCULLY and WATKINS, San Francisco, No. 1)—

Submitting petitions and proposed new rates of pay of certain employees of the Immigration Service at San Francisco, and urging that the same be presented to the Secretary of Labor with a request that said schedules of pay be immediately adopted and that Congress be memorialized by this Federation to immediately make a sufficient additional appropriation to the Department of Labor so that it may pay such salaries and compensation during the present fiscal year.

(The "proposed new rates of pay" above referred to will be found in our issue of November 8.)

Adopted, after being amended to include all craftsmen employed in Custodian Service (Treasury Department), and to provide that rate of pay

(*Continued on page* 8)

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Collective Bargaining in the U. S. Customs Service

Questionnaire distributed among employees to be filled out meets with strong opposition. Assumed to be preliminary to reclassification of Service. Employees not represented in the matter. Resolutions of protest adopted by leading locals.

THE TREASURY Department has recently issued, through its Customs Efficiency Board created by the Secretary of the Treasury several years since, a questionnaire, which each employee of the Customs Service has been directed to execute. This questionnaire has been handed to the respective employees at the various ports by the local administrative officers.

The opposition to the so-called reclassification scheme developed strongly at the Third Annual Convention of our National Federation, recently held in San Francisco, in the form of several resolutions introduced by the delegates from New York and elsewhere. In view of the probability of extension of the Congressional Commission's scope to the field services, however, it was felt at that time that the Customs Efficiency Board's plan would be abandoned.

PHILADELPHIA LOCAL, AMONG OTHERS, MAKES STRONG PROTEST

The recent appearance of this questionnaire has aroused renewed opposition, evidence of which is contained in the various protests which are being made in the leading locals throughout the country. Perhaps the strongest resolution of protest so far received is that which was passed at the regular monthly meeting of Federal Employees Union No. 23 of Philadelphia, on October 25. About 600 members attended this meeting. The resolution was passed unanimously. It follows:

WHEREAS, The principle of collective bargaining and the right of employees to representation on efficiency boards, wage boards, or other bodies determining the working and wage conditions of government employees has been and is being recognized by various departments of the Federal Governments; and,

WHEREAS, The Congressional Reclassification Commission now functioning in Washington for the purpose of reclassifying the work and standardizing the wages of those employed in the departmental service, has accorded to said employees the right of representation on all committees created in conjunction therewith; and,

WHEREAS, The Secretary of the Treasury has sanctioned the issuance of a questionnaire recently sent to all employees of the U. S. Customs Service, the purpose of which is not apparent to a majority of said employees, but is assumed to be required for the purpose of reclassifying the said Customs Service; and,

WHEREAS, It is believed to be a fact that the said questionnaires were prepared by a certain Customs Efficiency Board created by the Secretary of the Treasury (T. D. 34275), composed of certain administrative officers of the said service, and that said questionnaires will in due course be returned to said board, upon which the employees affected have no representation; now, therefore,

BE IT RESOLVED, That Federal Employees Union No. 23, Philadelphia, Pa., of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES hereby protests against the operation of said board in this respect; that we request action thereon be deferred until such time as there is ample warrant in law or regulation for considering so important a matter; or if such reclassification may be legally accomplished at this time, that employees affected be accorded adequate representation in determining their welfare; and,

BE IT FURTHER RESOLVED, That a copy of these resolutions be forwarded to the Secretary of the Treasury, to our Representatives in Congress, and to the Executive Council of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES for the purpose of augmenting our protest against this undemocratic and bureaucratic proceeding.

Since the preparation of the foregoing, Vice-President S. Tyson Kinsell advises that, as a result of interview with members of the Customs Efficiency Board, he will shortly issue a circular letter to all locals outlining the real situation with respect to the points at issue.

Customs and Immigration Services

(*Continued from page 7*)

of mechanical employees in both Immigration and Custodian Services be taken up by the interested locals with their nearest central labor bodies, respectively; also referred to the National Officers of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, to be taken up by them with the appropriate international body.

Resolution No. 153 (introduced by Delegates BERRYESSA, SCULLY, and others of San Francisco, No. 1) as amended by the Convention—

Requesting the San Francisco Labor Council to use its influence with the Senators and Members of the House of Representatives from the State of California in the matter of securing cooperation in obtaining additional funds for the proper maintenance of the Immigration Service so that employees of that service who have been furloughed without pay or demoted may be returned to their old grades of pay, and the best interests of the United States may be served.

Adopted.

Resolution No. 106 (introduced by Delegate FITZGERALD, New York City, No. 4)—

Urging that the NATIONAL FEDERATION OF FEDERAL EMPLOYEES petition Congress to grant sufficient funds to the Department of Labor in order that a large number of employees of the Immigration Service who have been furloughed may be reinstated, and providing that a copy of this resolution be forwarded to each member of the Senate and House of Representatives.

Adopted.

Resolutions Nos. 25, 28, 30, 34, 40, 41, 54, 99, 128, 144 and 148 were combined and following substitute resolution therefor was submitted and adopted:

WHEREAS, The salaries of government employees have not increased in proportion to the increased cost of living during the war, or to the increase in wages in private industry, and have, in fact, not been readjusted in half a century; and,

WHEREAS, The increase in living costs is therefore felt more acutely by government workers than by most other groups, and the salary increase of $240 allowed by the last Congress has not proved adequate to meet the necessities of our people; therefore, be it

RESOLVED, That we hereby instruct the executive officers of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES to secure the introduction in the next session of this Congress, and push for passage at the earliest possible moment, a measure providing general wage increases for government employees in amount of $480 for employees receiving base pay up to and including $2,500 per year, $360 for those in the grades between $2,500 and $3,500 per year, and $240 for the grades between $3,500 and $4,500 per year.

Merely a Clerical Error

The amusing blunders into which he may fall who attempts to translate from one language to another without a thorough mastery of the idioms of both are exemplified by the preacher who, wishing to make a good impression upon a few Englishmen who he knew were among his auditors, startled their ears by his rendering of the familiar text of the Vulgate: Spiritus quidem promptus est, caro autem infirma, as "The ghost indeed is willful, but the meat is not strong." —*London Chronicle.*

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THE
FEDERAL EMPLOYEE
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Vol. IV WASHINGTON, NOVEMBER 22, 1919 No. 24

Anti-Affiliation Rider Beaten

House and Senate conferees on District Policemen's Salary Bill reject Myers amendment forbidding affiliation of federal employees with organized labor. Conferees' action follows filing of a strong protest by our National Federation against proposed legislation.

Later—November 17

The House of Representatives today agreed to the conference report on the District of Columbia Police Salary Bill, without debate, thus passing the measure without the Myers amendment.

The conference report has not yet been submitted to the Senate.

THE rider proposed by Senator Myers, of Montana (referred to in our issue of November 15), forbidding by law the affiliation of government employees with the American Federation of Labor, was rejected last Saturday by the conferees on the policemen's salary bill, to which the rider was attached. The action of the conferees forestalls a fight on the floor of both Houses of Congress which would doubtless have developed one of the sharpest labor issues the national legislators have ever tackled. "A virtual lock-out of union labor by the United States Government, affecting over fifty international labor unions affiliated with the American Federation of Labor," is what the proposal would amount to, according to officers of our National Federation, which promptly filed protest with the conferees on the bill and with the political leaders of both Senate and House.

THE MYERS AMENDMENT ADOPTED BY SNAP VOTE

The Myers rider provided that "no organization of governmental employees shall affiliate with any other organization which uses the strike, or which assists any other organization in the use of the strike in the adjustment of grievances." The action of the Senate was taken at a special night session called to consider the Washington policemen's salary bill, and the vote by which the Myers rider was adopted was 7 to 5, there being but twelve Senators in the chamber.

EMPHATIC PROTEST BY FEDERAL EMPLOYEES ORGANIZATIONS

The Executive Council of our National Federation, which was in session in Washington until a few days ago, representing our 148 local unions in forty-three states, promptly announced a unanimous vote in its own body on a resolution to stand by the Federation's affiliation with the American Federation of Labor and called attention to the no-strike clause in its constitution, also to the fact that the American Federation of Labor has no power to call a strike of any organization. The postal employees organizations, the governmental machinists, printers, and scores of other labor unions affected by the Myers proposal, joined in the protest to Congress.

The far-reaching effect of the rider is set forth as follows in the statement to the conferees by National President Luther C. Steward:

PROPOSED RIDER MEANS LOCKOUT OF UNION LABOR

A virtual lock-out of union labor by the United States Government from such insti-

(*Continued on page 7*)

Board of Representatives of Local No. 2 Has Big Meeting

Members of Executive Committee, Trustees, and Delegates to C. L. U. elected. Services of ex-President Ryan praised. National Officers address the Board.

THE new officers of Federal Employees Union No. 2, to serve for the ensuing year, were formally installed at a meeting which crowded Musician's Hall Friday evening, November 14. The most important board elections of the year were held at this meeting when a new executive committee, trustees, and delegates to the Central Labor Union were named.

ELECTION OF EXECUTIVE COMMITTEE, TRUSTEES, AND DELEGATES

The Executive Committee is composed of Miss Juliette Stebbins, Treasury; Miss Frances N. Osburn, Interior; James C. Blackwell, War; John W. Ginder, Treasury; and Harry L. Watson, Agriculture.

Three trustees elected for one, two and three-year terms, respectively, are as follows: Dr. L. F. Kebler, Agriculture; Major J. Q. A. Braden, Interior; and William J. Hendricks, Government Printing Office.

Delegates to the Central Labor Union are: J. P. McKeon, Bureau of Standards; S. E. Blassingham, Postoffice Department; J. W. Starr,

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War; Burd W. Payne, Treasury; and Katherine Donovan, War.

APPRECIATION OF SERVICES OF EX-PRESIDENT RYAN

Resolutions were adopted expressing the appreciation of the Union of the work done by the retiring President, Dr. W. Carson Ryan, Jr. These are as follows:

In grateful recognition of, and in appreciative testimonial to, the constant and untiring efforts of our retiring president for the uplift and welfare and progress of our Union and its members, the Federal Employees Union No. 2, of Washington, D. C., in quarterly session, October 24, 1919, and its Board of Representatives in regular session, November 14, 1919, unanimously adopted the following resolution and directed that an engraved copy thereof be presented to him.

"RESOLVED, That this Union expresses its sense of deepest obligation to Dr. W. Carson Ryan, Jr., for his ceaseless activity and efficient endeavors in the interests of the federal employees during his term of office as President of this Union, to the judicious leadership and excellent judgment of whose administration is due the unparalleled growth of the Union and its high standing in the ranks of organized labor, and to whose thoughtful direction is due the high estimation in which this Union is held as a leading factor toward greater efficiency in the public service."

Following the adoption of the above resolution, President Beach briefly addressed the meeting, declaring that in view of the present conditions existent in the United States it is the duty of the federal employees to back the United States Government to the utmost and to live up to the principles of Trade Unionism.

Robert H. Alcorn was endorsed for membership on the District of Columbia Rent Commission.

GROWTH OF UNION MEMBERSHIP AND THE OUTLOOK

A report submitted to the Board by Chairman Biller, of the Membership Committee, showed that during the past year 21,898 members have been added to the roster of the local. He expressed the belief that, if during the coming year the members of the Union work as well as they did during the year ending October 31, 1919, the report submitted in 1920 will show a membership 100 per cent of all employed in the departments.

BOARD ADDRESSED BY VICE-PRESIDENTS OF N. F. F. E.

Three of the Vice-presidents of the national organization were present at the meeting, each of whom briefly addressed the Board, expressing appreciation of the work accomplished by the local during the last year, and assuring their Washington brethren of the desire of "the Field" to cooperate in every way with the membership in the National Capital. These officers are: Miss Florence Etheridge, Third Vice-president, of Oklahoma; C. F. Hutchinson, Fourth Vice-president, of San Francisco; and Clifford A. Perkins, Ninth Vice-president, of El Paso, Texas.

Miss Etheridge urged the Union to adhere closely to the principles of the American Federation of Labor, and to give practical application to the fundamental principles of trade unionism.

"We are a part of the great labor movement," she declared, "and should not be misled into allowing anyone to separate us from that big movement. 'The greatest good of the greatest number—One for All; All for One,' must be our guiding principle."

A motion was adopted urging the members of the Board to read the series of articles on trade unionism now being published in our monthly magazine, and to use efforts toward encouraging the reading of these articles by the membership in general.

Following a brief discussion on other matters pertinent to the advancement of the Union, the meeting adjourned.

Increase Shown in Sales of Cooperative Stores

Volume of business so great that new store will be open in War Risk to take care of overflow. Essential that government employees stand together to work out their problem of solving living cost.

WITH a steadily increasing membership in the cooperative stores of the Government Departments federal employees hope to see a change for the better from the present period of inflated prices.

Chief Clerk Meyers, of the Treasury Department, said recently that the two stores operated by his office have a membership of slightly more than 6,000, with more people waiting for an opportunity to join.

The volume of business that is done each week by far exceeds that done by many so-called cut-rate stores about Washington. Clothing can be secured at a cost that is substantially less than that charged by local dealers. The same is true of food.

NEW STORE TO BE OPENED IN WAR RISK BUILDING

Two stores are in operation at present—one in the Treasury Building that handles groceries, and one in the Arlington Building that handles clothing exclusively.

A new store will be opened shortly in the War Risk Building, which will handle groceries and provisions. The present system of handling men's and women's clothing will be maintained.

It is well worth the while of every government employee to deal exclusively with the cooperative stores.

SALES FOR TWO WEEKS IN TWO TREASURY STORES, $10,000

Although in existence only a little more than two weeks, the two Treasury stores have done about $10,000 worth of business, and so well are the people satisfied who trade at these places that the management expects to have more business shortly than it can handle.

The question of opening stores in other branches of the Government has been considered, and a plan to start a large chain of stores under one head, from which every employee can be served, is being formulated.

The present arrangement makes it possible for only those employees who come directly under the Treasury Department to obtain commodities from the two cooperative stores. About 35,000 employees come under this department, however, and should they all trade with the stores, the possibility of serving everyone at present would be doubtful.

LOCAL MERCHANTS ANTAGONISTIC TO COOPERATIVE STORES

Several local merchants have declared that the cooperative stores must go, because the business of these merchants is being hurt by the activities of the federal employees. These same men in the past have made a show of offering the employee of the Government an opportunity to beat the high cost of living.

Articles purchased at the stores now running under federal control are better in quality and so much less in price than like commodities handled by local dealers, consequently the clerk has no choice other than getting the most for his money.

TREASURY CHIEF CLERK URGES CLERKS TO COOPERATE

Chief Clerk Meyers Saturday addressed a letter to members of the Treasury Department in which he set

(*Continued on page* 4)

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Wholesale Cooperative Buying Now Planned

REPRESENTATIVES of the retail departmental stores met last week for the purpose of formulating plans whereby one representative from each store should be elected to a central committee, which would supervise the buying for all stores in the government departments.

Under the present system of buying the departmental stores are looked on by producers as retailers, and the prices of the various commodities handled are somewhat higher than those charged wholesalers.

CENTRAL COMMITTEE TO ACT AS WHOLESALERS

According to the plan laid down at the meeting the central committee will in reality stand as the wholesaler between the factory or producer and the departmental stores. The advantage of such a system can readily be seen as, in a great many cases as much as 100 per cent can be saved on the cost of a commodity. All wholesalers are given a special discount that a retailer cannot get. Economy in distribution will necessarily result from the creation of a central committee in charge of buying.

SUBCOMMITTEES TO SPECIALIZE AS BUYERS OF GOODS

The main committee will be subdivided into committees, each of which will specialize in one particular commodity. The committees will seek advice from prominent buyers for large commercial houses, and reports will be made to the main body. In this way it is hoped that cooperative buying can be made not only a benefit to one or two departments of the Government but to all federal workers.

Although at the present time this plan is tentative and has not been worked out in detail, it is believed that before the winter is over the committee will be functioning and the employees of the Government benefiting from its work.

All employees are urged to support the Union in getting the cooperative stores in operation, as it is only through the support of the government workers that the movement can be made a success.

The future of our nation depends upon the patriotism of ALL our citizens.

We are now laying new foundation stones.

Let us work together while on this great task.

Let us have good times all the time!

Bill for Elective School Board Now Nearly Ready

Joint committee in charge of measure optimistic over outlook. Bill soon to be introduced in Congress. Attitude of District teachers and of commercial bodies.

THE JOINT Citizen's Committee met last Wednesday night and plans providing for the election of the School Board by popular vote were discussed. A bill drawn up by the committee was referred to a subcommittee, which will make a report during the coming week to the main body. Subsequently the bill will be introduced simultaneously in the House and Senate.

SEVERAL CHANGES IN BILL TO BE MADE

Roy C. Claflin, chairman of the Joint Committee, declared that a majority of the Members of Congress who have been interviewed on the proposed bill have expressed themselves in favor of such legislation and have pledged their support of the bill.

The original document, which was drawn up by the Joint Committee some weeks ago, will not be submitted until several changes are made. One of these is to the effect that the number of women who may be elected to the board shall not be restricted to three, but a minimum of four has been provided for and five may be elected. Balloting may be done by mail as well as in person according to the provisions of the bill, if the voter is a bona fide resident of the District and has registered before the election, the time to be set by the District Commissioners.

The District Commissioners will have charge of the election and will also fix the limits of the voting districts. The bill at present provides for election districts containing not more than 500 voters.

MISS DEAL TALKS OF DISTRICT TEACHERS' ATTITUDE

Miss Alice Deal, President of the High School Teachers' Union, declared that in her opinion the selection of the Board of Education should not be left entirely to the people of the District. "I do not think," said Miss Deal—

that the time has come when the Board of Education should be elected by popular vote, but am heartily in favor of the appointment of that body by an elective body. I think that I express the opinion of the majority of teachers in both the high and the grade schools when I make this statement.

"Certain conditions found only in the District of Columbia in my opinion make it unwise to endeavor at this time to obtain legislation that will put the election of the school board up to the people. My union is ready, however, to stand behind any movement that is destined to ultimately work for the betterment of the people of the District. The children in our schools should be protected, and we are in favor of anything that will work a benefit to the rising generation."

CHAMBER OF COMMERCE TO BACK COMMITTEE'S EFFORTS

Robert N. Harper, chairman of the Washington Chamber of Commerce, said that the Citizens' Joint Committee can be assured that the Chamber of Commerce stands ready to back any move that will help make conditions in Washington better, and will do all that it can to further the work of the committee in obtaining legislation that will regulate the election of the School Board.

Executive Committee of Local No. 2 Calls on Colonel Wainer

Confers with the Personnel Officer as to the welfare of the employees of War Risk Insurance Bureau.

IN BEHALF of the employees of the Bureau of War Risk Insurance who have recently been discharged because of the necessity, it is said, for reducing the force, the members of the Executive Committee of Federal Employees Union No. 2 last week called on Colonel Wainer of that Bureau to inquire as to the policy to be pursued when further reduction of the force now employed becomes necessary.

Colonel Wainer declared that no discrimination will be made between regular and temporary appointees when further cuts are made, but that the employees best qualified for the work in hand will be retained regardless of their status. He also let it be

(*Continued on page 7*)

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The FEDERAL EMPLOYEE

A Magazine for Government Workers

VOL. IV NOV. 22, 1919 No. 24

THE FEDERAL EMPLOYEE is published weekly by the National Federation of Federal Employees at the Offices of the Federation, 1423 New York Avenue, Northwest, Washington, D. C.
Editor, JOSEPH G. GURLEY.
Business Manager, E. J. NEWMYER.

OFFICIAL MAGAZINE OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Entered as second-class matter, August 24, 1916, at the Postoffice at Washington, D. C., under the Act of August 24, 1912.

THE AFFILIATION QUESTION

In this issue will be found the statement of the Executive Council of our National Federation regarding the affiliation of government employees with the American Federation of Labor. This was laid before the conferees of the two Houses of Congress having in charge the District of Columbia policemen's salary bill containing the so-called Myers amendment, which if adopted, would have prohibited such affiliation. Fortunately the conferees in their wisdom saw fit to omit the proposed amendment from the bill, and their report was promptly agreed to by the House without opposition. Similar action on the part of the Senate when the conference report reaches the floor is anticipated.

The statement prepared by our National Officers sets forth admirably the grounds on which our case rests. It should be read with great care by every member of our organization and by all others concerned with a very serious phase of the labor situation. It is difficult to believe that Congress would deliberately take the step involved in enacting legislation of the character of the Myers amendment. There are still ringing in our ears the appeals of the Government to Organized Labor to do "their all" for Victory—to speed up the production of ships and munitions and supplies, and to give of their flesh and blood and substance for the cause of Country and Democracy. There are still ringing in our ears the praises bestowed on Organized Labor after Victory had come, by great leaders in our political and industrial life, for the essential part played in the world struggle by those who work for their daily bread. Surely these millions of men and women have not completely changed overnight. Surely in a few brief months those who were hailed as among the saviors of our cause have not become its nemesis.

Viewed strictly from the Government's own standpoint would it seem the part of wisdom to run a serious risk of disrupting immense and complicated establishments, composed largely of highly trained expert and technical employees — establishments such as the Government Printing Office, the Bureau of Engraving and Printing, the various navy yards and arsenals throughout the land, the Panama Canal plant?

What little has been said here touches merely the surface of the big problem involved in legislation such as has been proposed and, in the present case blocked by the action of the conference committee. There are many other angles equally grave from which the subject should be considered by everyone who takes more than a superficial view of things. We cannot doubt that deliberation and a better understanding of the situation will prevail over a policy which, it is felt, would unquestionably militate in many ways against the public interest.

FARES, PLEASE—10 CENTS

The recent fare increases on the WRECO have had the anticipated effect. Meek submission on part of the public to being gouged out of seven cents for service which would be dear at half that price, has naturally whetted the appetite of the management. Now comes forward President Ham with the soothing suggestion that, because in part the dear people are paying too few cash fares, it may be necessary to squeeze them shortly to the extent of ten cents (the same for the Capital Traction, of course) for the pleasure of enjoying the service provided by his company. The unhappy rider on the WRECO is daily reminded of the stuttering wag who begged of a friend high up in public life the favor of an hour's interview as he wanted to have a five minutes' chat with him. But the WRECO, with its miserable service, has long since ceased to be a joke with the people of Washington. It is fast becoming a tragedy—a serious drag on the development of the city, a standing byword among visitors, and a constant affront to our pride and self-respect.

The latest move, to increase the fares to suburban points, is one of the gravest results of the submission policy on the part of the public. As has been pointed out more than once, this means inevitably greater congestion of population—a menace in many ways to the health and comfort and general well-being of our people.

What are WE going to do about this situation—WE, the government employees who are daily victimized by the WRECO? There should be concerted action on the part of our Washington locals, naturally under the leadership of Local No. 2, in cooperation with all other organizations in the city representative of federal employees, for the protection of their interests. Abundant help will be forthcoming from more than one direction when once we put our shoulder to the wheel in dead earnest.

Cooperative Stores

(*Continued from page 2*)

forth the proposition the stores are up against.

"We must stick together," said Mr. Meyers, "or we will be forced to close up our stores."

"If the clerks will pledge themselves to buy from the Treasury stores, regardless of whether our prices are a few cents higher than those charged by local merchants, we will be able to continue along present lines and beat the high cost of living."

I Wonder

I wonder if I have the right
To let myself forget to care
How children shiver in the night
Where all is dark and cold and bare.

My little ones are free from dread
And sheltered safely from the storm;
Their eyes are bright, their cheeks are red,
Their laughter glad, their clothing warm.

But other little ones must weep,
And face new dread with each new day,
When Hunger's fangs bite very deep
And Want sits like a ghost in gray.

I have no need to share the blame
If pallor dims the orphan's cheek;
I have not made the cripple lame
Nor taken from the poor and weak.

If children who are hungry sigh,
If others who are cold complain,
No guilt lies on my conscience—I
Have never wronged them for my gain.

But, knowing how they weep at night,
Where all is dark and cold and bare,
I wonder if I have the right
To let myself forget to care!

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Minimum Government Wage of $1,320 Endorsed by N. F. F. E.

Anticipated extension of Reclassification to entire Civil Service makes this report of prime importance to all federal employees in the United States. Systematic salary increases and promotions provided for. Minimum wage principle endorsed.

OFFICIAL endorsement by the Executive Council of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, the session of which in Washington ended a few days ago, was given several days ago to the report of the Advisory Committee on Wage Policies of the Joint Congressional Commission on Reclassification of the Civil Service. The Advisory Committee's report recommends an absolute minimum wage of $1,320 for government workers, with the possibility of reaching $2,220 at the end of the sixth year, this recommendation predicated on raising the efficiency standards of the service, provision for retirement of superannuated employees, and the elimination of employees otherwise substandard or unnecessary. The $1,320 and $2,220, it is pointed out, are equivalent to salaries of $733 and $1,233 at the prewar value of the dollar.

CHIEF FEATURES OF REPORT OF COMMITTEE SUMMARIZED

The outstanding features of the Advisory Committee's report, to which the organized federal employees are giving their backing, are the following:

"1. The minimum entrance salary shall be $1,320 per annum (which is equivalent to $733 on a prewar basis).

"2. Salary increases within the class, and promotions from class to class shall be made in such manner as to lead to a compensation of $2,220 within a normal period of about six years, unless dependency studies should show the necessity of reducing the six-year period.

"Your subcommittee endorses the principle of an absolute minimum wage rate for government service, below which the Government should not go in the payment of wages for any adult full-time work. Your subcommittee believes that the employment of minors below the age of 18 is not in the interest of the public service. The principle of a minimum salary has already been recognized by the lower House of Congress, both at the last and the present sessions, in the passage of the Nolan Minimum Wage Bill.

"The minimum wage rate for employees in the Federal Service in Washington should be based upon the cost of living in Washington, in accordance with the accepted theory of minimum wage laws for private industry, namely, that every worker is entitled to at least a health-and-decency standard of living.

"It is recommended that the Reclassification Commission require a standard of service for the Government which will recognize maturity and full competence as the point of application for the minimum family wage, such maturity and competence to be normally reached in about six years of service. This provision should under no circumstances be construed as implying that higher grades of work and commensurately higher pay may not be received at entrance or by more rapid promotion in accordance with qualifications.

"The minimum pay for junior grades of work, covering the period prior to the point of application of the minimum for mature competence, shall be based on the cost of living for the individual. This provision, likewise, is not to be interpreted as precluding higher pay for proper qualifications."

The budgets recognized as the basis for the minimum pay recommended are based on the cost of living in Washington at the present time, as follows:

For the family, computed for a typical family of man and wife and three children of 2, 7 and 11 years, or, as an equivalent, 3.35 adults:

Food, $773.93; clothing, $513.72; housing, fuel and light, $428.00; sundries, $546.82; a total of $2,262 47.

For the individual man (allowing him a margin of $200 a year for saving toward the establishment of a home), $1,322.71.

For the individual woman (allowing her a larger item for room rent because of the acute housing conditions in Washington and the greater scarcity of rooms available to women), $1,319.08.

She Noticed

"Oh, Bridget; I told you to notice when the apples boiled over!"

"Sure I did, mum. It was a quarter past eleven when they boiled over."

—*Life.*

Asks Commissioners for Hearing

President Beach asks government employees be allowed to present their case for sale of box lunches.

IN A LETTER addressed to the Board of Commissioners of the District a short time ago, President John S. Beach, of Local No. 2, requested that before any action relative to enforcing the law which requires that all street venders keep moving, in connection with the sale of box lunches, is taken, the Union be given a hearing.

His communication is as follows:

It has come to our attention that your honorable body has under consideration the enforcement of a regulation which, if carried into effect, will result in the discontinuance of the sale of box lunches on the streets of Washington. It is stated that more than 10,000 government employees buy these lunches daily, that the food is wholesome and packed in sanitary containers, that the cost is low to the consumer, and that the present method of distribution affords a maximum of convenience to employees with a minimum loss of time.

TWENTY MINUTES REQUIRED FOR SERVICE IN LUNCHROOMS

Investigations of conditions surrounding the facilities for serving government workers, in restaurants, at the noon hour, has shown that in a great number of cases service cannot be obtained in less than twenty minutes. This leaves the clerk ten minutes in which to eat lunch and get back to work.

GREAT DEMAND FOR BOX LUNCHES AMONG GOVERNMENT EMPLOYEES

"The fact that so many box lunches are sold daily," continues the letter—

is proof that there is a great demand for food distribution in this manner, and it is respectfully submitted that if this method of distribution is discontinued a great hardship will be put upon a large number of government employees, by compelling them to buy lunches at an increased cost and at the same time subjecting them to great inconvenience.

The box lunch costs the worker 20 cents. Dairy lunch rooms and cafeterias charge about 40 cents for a like amount of food.

"I feel assured," reads the letter—

that it is not the desire of the Commissioners to add to the burden of a large number of persons by compelling them, particularly at this time when the cost of living is so high, to purchase food at an increased cost and at the same time forcing them to great inconvenience through slow service due to congestion in public restaurants during the lunch period.

ASKS HEARING BEFORE COMMISSIONERS IN ADVANCE OF ACTION

In behalf of the government employees whom we represent may I ask that we

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be given an opportunity for a hearing in this matter before any final action is taken looking toward the discontinuance of the sale of box lunches on the streets.

SUPERINTENDENT OF POLICE OFFERS SOLUTION OF DIFFICULTY

In this connection Major Pullman, Superintendent of Police, stated that he would enforce the law regulating the activities of street venders, but would be glad to cooperate with the Federation in any way possible. He suggested that a request be made department heads for allotting space in government buildings where the lunches could be sold.

WHAT WE STAND FOR

Article I.

Section 1. The objects of this organization shall be attained by petition to Congress, by creating favorable public sentiment, by co-operation with government officials and employees, and by other lawful means.

Provided: That under no circumstances shall this Union engage in or support strikes against the United States Government.

The foregoing is an extract the Constitution of Federal Employees Union No. 2.

The Union Label

The union label organizes the purchasing power upon lines of fair conditions of labor, as against those conditions that destroy the health and morality of the producer and endanger the well-being of the purchaser.

"The Age of Reason"

Uncle George (reading)—"And when the man got safely home he thanked God."

Ethel—Why did he thank God, Uncle George?

Uncle George—Because the bear didn't eat ihm.

Ethel—Then why didn't he thank the bear?—*Life.*

Lacking

Customer—When was this chicken killed?

Waiter—We don't furnish dates with chicken, sir. Only bread and butter.—*Life.*

"Can I offer you a little friendly advice?"

"If you'll take a little in return."

Here negotiations ceased.—*Louisville Courier-Journal.*

Busy Meeting of Executive Council of National Organization

AS THIS report closes, the Executive Council of our National organization is still in session in this city, making strenuous efforts to dispose of the mass of business thrown upon the Council by the action of the San Francisco convention.

LEGISLATIVE PROGRAM BASED ON ACTION OF CONVENTION

One of the most important matters thus far dealt with by the Council is the building of the legislative program of our National Federation in the light of the deliberations of the convention. This program includes the following measures:

Nolan Three-dollar-a-day Minimum Wage bill.

General emergency salary increase. This provides for an increase of $480 a year for employees receiving base pay up to and including $2,500 per year, $360 for those in the grades between $2,500 and $3,500 per year, and $240 for the grades between $3,500 and $4,500 per year.

Reclassification bill, which will be drawn to carry out the recommendations of the Joint Reclassification Commission, the report of which will doubtless be made next January. This will be of vital concern to all federal employees, inasmuch as it is generally conceded that the reclassification of the government service within the District of Columbia is but the forerunner of similar treatment to be accorded the service as a whole throughout the United States.

Retirement. It will be recalled that the San Francisco meeting endorsed the pending Lehlbach-Sterling bill, with but very slight opposition.

Saturday half-holiday throughout the year for all civilian government employees.

Standardization of annual and sick leave so as to provide as a right, not a privilege, not less than 30 days annual and 30 days sick leave in every department of the Government.

Overtime pay—time and a half, with double time for Sundays and holidays.

The LaGuardia bill, providing pay for customs employees engaged in connection with loading and unloading vessels at night.

The Customs Inspectors' pay bill, granting an increase in the pay of Customs Inspectors.

Removal of restrictions on interdepartmental transfers at increased pay.

Relief of lighthouse keepers: Increased appropriation for the Service to the end that there may be employed at each station a sufficient number of men so that they will be required to work not more than eight hours a day.

Bonding of federal employees at government expense.

Increase from $4 to $6 a day of traveling allowance for government employees on official business.

Payment by the Government for moving household goods of employees transferred in the interest of the service.

Amendment of Lighthouse Service retirement law, providing for retirement of employees on permanent disability, or on application after thirty years of active service, regardless of age, at the same rates as now exist for retirement after the age of 65 years.

As stated elsewhere in this issue, the Executive Council approved the report of the Advisory Committee on Wage Policies recently made to the Joint Reclassification Commission, recommending the establishment of a minimum wage of $1,320 a year for civilian employees throughout the service.

REGULATIONS AS TO DISTRIBUTION OF "FEDERAL EMPLOYEE"

A motion was adopted to the effect that the various locals be notified that monthly lists of members on whom the per capita tax for the preceding month had not been paid should be furnished the National Office by the secretaries of such locals, these lists to reach the Secretary-Treasurer each month not later than the ——— (day to be fixed by him); otherwise the locals would be expected to pay promptly bills rendered by the National for magazines furnished to a value in excess of per capita tax paid for the preceding month.

In connection with the magazine it was further ordered that hereafter no magazines shall be sent new members until the National Office has been advised that dues of such members have been paid, and that the names of new members, with a statement whether or not their dues have been paid, should be listed on the reports of the various locals submitted immediately after their initiation. This action is in accordance with the provision in section 3 of article IX of the Constitution, "A copy of the magazine shall be furnished to each member of each local union under the regulations prescribed by the Executive Council, and the

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subscription price *deducted from the dues paid.*"

REFERENDUMS ON INSURANCE PLAN AND "FEDERAL EMPLOYEE"

Pursuant to the action of the San Francisco Convention the Executive Council decided that referendums should be taken as soon as practicable on the question of putting into operation an insurance system for our membership; also on the question whether the official magazine, THE FEDERAL EMPLOYEE, should be conducted hereafter as a weekly or a monthly. Steps are now being taken to prepare the necessary matter for these referendums in proper form for the consideration of the organization.

Anti-Affiliation Rider Beaten

(*Continued from page* 1)

tutions as the Government Printing Office, the Bureau of Engraving and Printing, the navy yards and arsenals, as well as the executive offices of the Government would be the result. Members of over fifty of the international unions affiliated with the American Federation of Labor who are employed in the Government service would be forced to the alternative of surrendering their union cards or losing their jobs.

The United States Government has always claimed, with apparent pride, that it maintained an open shop, with no discrimination between the organized and the unorganized workers. The Myers rider would close the doors of the Government establishments of every kind to the men and women with union cards and would set up up a closed shop—closed to organized labor.

FEDERAL EMPLOYEES PLEDGED TO NO-STRIKE POLICY

The fact that the Senate, with twelve members present, should vote 7 to 5 in favor of Senator Myers' proposal seems to us clearly to indicate the fact that these Senators were misinformed, not only as to the nature of labor organizations, but as to their mutual relations. The Myers rider implies that affiliation with the American Federation of Labor presupposes strikes, including strikes against the Government. The fact is that the American Federation of Labor has no power to call a strike of any organization in the world. There is no central labor body or state federation of labor that has power to call a strike. No striking organization can call any other organization out on strike, and no group itself can strike except by decree of its own organization. It is not affiliation with the American Federation of Labor that leads to or brings about strikes. On the contrary, the only strikes that have ever occurred in the postal service, two in number, were strikes of independent associations, not affiliated with the American Federation of Labor. The only government employees in the District of Columbia who have ever engaged in a strike were a group unaffiliated with any other group, and, in fact, outlawed by the bona fide unions which are affiliated with the American Federation of Labor.

UNION LABOR IN VAST NUMBERS UNDER THE GOVERNMENT

Every branch of the Government service employs union labor, and has done so for years. The mechanical forces of the navy yards and arsenals, including hundreds of thousands of machinists, electricians, and workers in all the metal trades, building trades, engineering trades; the entire mechanical force of the Government Printing Office, including all the printing trades and others besides; the entire mechanical force of the Bureau of Engraving and Printing; the leather workers, canvas workers, garment workers and other needle workers employed in the various Government plants operated by the Departments of War, Navy, Interior, and Justice—these establishments are full of men and women who have carried union cards all their working lives. The Government has apparently never thought of forbidding organization among these workers, nor affiliation on their part with any other groups of their fellow-workers.

WOULD CONGRESS DEMAND SURRENDER OF UNION CARDS?

Would Congress now say to the hundreds of thousands of machinists it employs that they must surrender their union cards if they work for the Government? Would it say to the International Association of Machinists, which holds a charter from the American Federation of Labor and has a membership of nearly 400,000, that the charter of that organizatino should be surrendered? This is but an illustration of the situation which would be presented in more than fifty other big international trade unions which have members in the employ of the United States Government.

BILL OF RIGHTS PERMITTING EMPLOYEES' AFFILIATION

As to the organization and affiliation of Government employees as such, Congress gave careful consideration to this question in 1912, and at that time adopted the Lloyd-La Follette amendment to the postoffice appropriation bill of that year, which contained the following language:

"Provided: That membership in any society, association, club, or other form of organization of postal employees not affiliated with any outside organization imposing an obligation or duty upon them to engage in any strike, or proposing to assist them in any strike, against the United States, having for its objects, among other things, improvements in the condition of labor of its members . . . shall not constitute cause for reduction in rank or compensation or removal of such persons or groups of persons from said service.

"The rights of persons employed in the civil service of the United States, either individually or collectively, to petition Congress, or any member thereof, or to furnish information to either House of Congress, or to any committee or member thereof, shall not be denied or interfered with."

NO MENACE IN AFFILIATION—MYERS RIDER UNWARRANTED

Under that bill of rights, the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, or rather its first large local union, came into existence four years ago, with a provision in its constitution as follows:

"That under no circumstances shall this Federation engage in or support strikes against the United States Government."

In view of the fact that the American Federation of Labor has no power to call a strike, and the organized Government employees in the NATIONAL FEDERATION OF FEDERAL EMPLOYEES are by their own constitution prohibited from calling a strike, there cannot be any grounds for apprehension on the subject of strikes by Government employees because of the affiliation of this organization with the American Federation of Labor. Furthermore, we point to the consistent record of our organization in opposition to strikes by Government employees.

The Myers amendment to the policemen's salary bill we contend is an unwarranted infringement upon human rights. It would, moreover, repeal a law which has been in operation for seven years without detriment to the public service or to the government workers, and on the contrary has resulted in great benefits to both. The repeal of that law is unjustified either by theory or fact.

Executive Committee Calls on Colonel Wainer

(*Continued from page* 3)

understood that eventually every employee of the War Risk will be in the classified civil service.

SAYS THAT JUSTICE WILL BE DONE TO ALL

Colonel Wainer stated further that in a number of cases employees who are listed as temporary have been in the government service more than eighteen months, while a great many other civil service appointees have been in the service only three to six months. He said that in his opinion the employee who has served efficiently for eighteen months, whether temporary or with civil service status, should be given preference over the newcomer.

At the time a number of temporary employees were engaged the Civil Service Commission was too busy to give them an examination but ordered that the appointments could be made and the employees protected. It was not through any unwillingness on the part of the workers to take the examination that they are without civil service status, he pointed out.

WILLING TO DEAL WITH EMPLOYEES AT ALL TIMES

He further declared that the federal workers under civil service rules who

SI PERKINS SAYS—

If UNION CARDS were good enough for Uncle Sam when their owners were turning out Ships and Shells for the Boys "Over There"—

Why are not UNION CARDS good enough for Uncle Sam now?

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had been transferred to his bureau from some other branch of the service would be given preference over all others provided their claims were just, that is to say, that they ranked highest from the standpoint of length of service and efficiency.

In regard to Colonel Wainer's attitude on organization of government employees he stated that he would always be willing to deal with representatives of the employees from his Bureau on all questions which affected the Bureau only, and that on questions regarding the civil service at large he would be glad to confer with the Federal Employees Union.

COMMITTEE IMPRESSED WITH WAINER'S SENSE OF FAIRNESS

This question was discussed in detail, and the Executive Committee came away with the impression that Colonel Wainer is undertaking to the best of his ability to bring order out of the chaos which has existed in the War Risk for many months. No doubt in this process of evolution many deserving employees will be separated from the service, but it is believed that after all the interests of the service are being subserved in the main by Colonel Wainer in the enforced reductions in that Bureau. He let it be known that he had gone into this matter in detail with the Civil Service Commission and with the Secretary of the Treasury, and the committee was impressed with the idea that he has these officials solidly back of him in the work which he is undertaking.

It would appear that the employees in the Bureau of War Risk Insurance should perfect their organization and select from their number spokesmen who will best represent them in their relations with Colonel Wainer. No doubt the employees through such representation can best handle the problems which necessarily will arise in connection with the necessary reduction in the force in the Bureau.

Government Workers' Query

Uncle Sam America,
When are you going to say
"Saturday half-holiday"
For the government workers?
We would like these extra hours,
So we could go on shopping tours.
Or trim our grass and backyard bowers,
For we surely are no shirkers.

—JOHN ANSCHUTZ.

Washington, D. C.

A Glorious End

Slum Child: She died through eatin' a tuppenny ice on the top of 'ot pudden.'

The Other Slum Child: Lor'! wot a jolly death!—*Royal.*

Departmental News Wanted

Beginning November 29, two pages of THE FEDERAL EMPLOYEE *will be devoted to* DEPARTMENTAL NEWS. *Articles of interest, as accounts of meetings of the branches and of social activities, and personal notes are earnestly solicited. All communications should be addressed to the Editor of* THE FEDERAL EMPLOYEE, 1423 *New York Avenue, northwest.*

Sick Benefit Society for G. P. O. Branch

Thirty members of the Printing Office Branch of Local No. 2 met at headquarters early last week for the purpose of formulating plans for starting a relief society for members of the branch. The object of the society is to render aid to members of the Printing Office section in event of sickness and a death benefit has also been provided for.

William J. Hendricks, President of the Branch, addressed the meeting, explaining the advantages that would result from forming a relief society. He pointed out that when an employee is away from work on account of sickness not only the usual household expenses but also doctors' bills and incidentals attendant on illness must be met. The relief society would provide a substantial sum in such cases.

Many of those present expressed themselves in favor of forming such a society, and a meeting will be held in the near future to perfect plans.

The Printing Office Branch is composed of more than 500 employees and is rated as one of the most active in the Union. At the present time preparations are being made for a series of entertainments to be given by the branch for the benefit of the relief work, and it is believed that before the winter is over the Printing Office employees will have perfected an organization which will be of great benefit not only to the individual but to the Union as well.

When you ask for the union label you make an emphatic protest against child labor.

Chamber of Commerce Advocates Daylight Saving

The following report was made a few days ago to the Executive Committee of Local No. 2 by P. G. Agnew, delegate to the Washington Chamber of Commerce:

Tuesday night, November 11th, I attended a meeting of the Washington Chamber of Commerce as representative of No. 2. Nothing of particular interest to the Union came before them excepting the question of daylight saving.

The Legislative Committee of the Chamber brought in a report on the bill now pending in the Senate to turn the clock forward during the summer season in the District of Columbia. The report was so worded as to shove the whole question through without bringing the matter of daylight saving to a real issue in the Chamber. It was moved to accept the report and the Chairman put the question without opportunity for debate. Apparently it carried. There was a call for a division and the matter was put for discussion. After the discussion had shown there was considerable sentiment for some form of daylight saving in the District, I moved to recommit the report with instructions to the committee to bring in a report on the most feasible plan of accomplishing local daylight saving. The motion carried, 74 to 15.

I understand the Union at one time went on record as favoring daylight saving, and I would suggest that the matter be brought before the Board of Representatives.

My idea is that a change of the clock locally would introduce confusion, and a better way would be for the government offices and commerical establishments to open an hour earlier during the summer months.

You Can Save Money

By buying food and clothing at your DEPARTMENTAL COOPERATIVE STORE. The greater the number of customers the cheaper the prices at which these Cooperative Stores can sell.

The Cooperative Stores are YOUR stores. Get the habit of dealing with them, thereby helping yourself and others.

Stella: A sad romance?

Bella: Yes, he proposed by letter and she accepted by wire, and neither message was delivered.

—*New York Sun.*

DO YOU KNOW WASHINGTON'S TRADE UNION COLLEGE?

There are a number of comprehensive courses of instruction and a corps of able instructors.

Doubtless some of these courses will help YOU.

Tuition fee for a course only $2.50.

All classes held at 1423 New York Avenue Northwest.

For information, inquire at Headquarters of Local No. 2, above address.

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THE FEDERAL EMPLOYEE

OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES

ISSUED WEEKLY

Vol. IV WASHINGTON, NOVEMBER 29, 1919 No. 25

Our Relations with A. F. of L.

A Statement by President Steward

THE large amount of misinformation that has been spread about the country concerning the steel strike, the coal strike, and the alleged powers and purposes of the American Federation of Labor, to which the NATIONAL FEDERATION OF FEDERAL EMPLOYEES is affiliated, suggests the desirability of restating the position of our organization and its relations to the American Federation of Labor.

At the outset, it is pertinent to call attention to the fact that the daily papers, generally speaking, have given a biased, unfair, and in many instances hostile, picture of both the coal strike and the steel strike. They have given the operators' side of the case rather than that of the strikers.

We suggest that our members read the labor papers and such periodicals as the *New Republic* and *The Survey*.

WHERE WE STAND IN THE LABOR MOVEMENT

We are a part of the organized labor movement, and have been from the very beginning of our organization; that is to say, we are a part of the A. F. of L. and always have been.

The first local of our existing Federation, Federal Employees Union No. 1, of San Francisco, was chartered directly by the A. F. of L. when the local was organized, in 1913, before we had a national organization. Federal Employees Union No. 2, of Washington, was likewise chartered directly by the A. F. of L. when that union was organized. Each and all of the sixty-four other locals formed up to the time our National organization was established were chartered by the A. F. of L. in the same manner. Consequently, the NATIONAL FEDERATION OF FEDERAL EMPLOYEES when it was formed, in September, 1917, was organized under the A. F. of L. as a matter of course, taking over under one national charter the affiliation previously established by each of the locals. Therefore all of the 148 locals now holding charters from the NATIONAL FEDERATION OF FEDERAL EMPLOYEES are automatically affiliated to the A. F. of L. through our national charter from the parent body.

Our locals are also affiliated to the A. F. of L. through the city central labor bodies and the state federations of labor to which they are severally affiliated.

Thus our membership has a triple affiliation to the A. F. of L.: (1) through the national charter of the

(*Continued on page 2*)

Business Interests Seek to Down Cooperative Stores

Merchants and Manufacturers' Association warns Washington newspapers under threats of withdrawing advertising that they must not give publicity to growth of departmental cooperative stores.

THE fact that local merchants fear the inauguration of the system of cooperative buying by the federal employees has now been demonstrated. Secretary Charles J. Columbus, of the Merchants and Manufacturers' Association of Washington, has started a campaign, it is learned on good authority, to prevent the cooperative movement receiving publicity through the daily press.

Certain advertisers in Washington dailies have made known, it is understood, that should the press "play up" the cooperative movement, their ads. will be withdrawn. Business men of this city declare that it is not just for the employee of Uncle Sam to save a dollar by trading with a store operated by the Union, but on the contrary he should gladly pay exorbitant prices charged by local merchants. It has been noticeable recently among business men in the vicinity of the departments in which cooperative stores are now operating, that their sales have decreased, and in many cases they have been forced to cut a few cents on a number of articles.

The stores operated by the departments are on the high road to success and it is now up to the employees to support them to the utmost.

In the event the no-publicity-for-cooperative-stores movement fails, a campaign will be started by local merchants, who will endeavor to undersell such stores. They can do this for a while, but the slight difference in price will not warrant the employees purchasing outside the departmental stores. The stores are bound to succeed, and if the local business houses do for a short time cut down the

(*Continued on page 2*)

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Our Relations with A. F. of L.

(*Continued from page* 1)

N. F. F. E.; (2) through the city central labor bodies; and (3) through the state federations of labor.

These relationships, as already stated, have existed from the very beginning of our organization and lie at its very foundations. They exist for reasons which may be reviewed as follows:

Why Is the National Federation of Federal Employees affiliated with the American Federation of Labor?

(1) Because federal employees, as wage earners, have interests in common with all other wage earners, and the A. F. of L. is the big central American organization of wage earners. The purposes of the A. F. of L. are stated in its constitution (Art. 2, Sec. 4), as follows:

"An American federation of all national and international trade unions to aid and assist each other: to aid and encourage the sale of union-label goods, and to secure legislation in the interest of the working people and influence public opinion by peaceful and legal methods in favor of organized labor."

(2) Because the federation of national organizations into one great movement gives strength to their common cause, just as the federation of our own local unions into a national organization gives strength to the cause of the locals, and just as the union of individuals gives strength to the cause of the individuals.

In other words, we organize for collective effort to further the purposes of our organization. The larger the numbers on our side, the greater our accomplishment.

(3) Because we not only need the support of our fellow workers to win our cause but we owe them our support in return. The NATIONAL FEDERATION OF FEDERAL EMPLOYEES is a trade union and the obligations of trade unions are mutual. They stand for brotherhood.

What Has the National Federation of Federal Employees Gained by Its Affiliation With the American Federation of Labor?

(1) It was the A. F. of L. that at the beginning of our organization's history defeated the Borland amendment the first time it was introduced in Congress. Later the A. F. of L., under the leadership of President Gompers, was largely instrumental in bringing about the veto by President Wilson of the Legislative bill because it contained the Borland amendment.

(2) It was the membership of the A. F. of L. through its affiliated body, the Central Labor Union of Kansas City, that cast the votes which defeated Representative Borland in the primaries in his district in 1918, and prevented his return to Congress. This happened because we were affiliated to the A. F. of L.

(3) It was the membership of the A. F. of L. through its Central Labor Unions in every state that asked Congress, at our request, to grant the war bonus, first of $120 per year, and then of $240 per year, which 200,000 federal employees are now receiving. Those central labor unions, representing millions of votes throughout the country, helped us because we were affiliated to the A. F. of L.

Is the National Federation of Federal Employees in Any Way Controlled by the American Federation of Labor?

No. The N. F. F. E. is completely self-governing as are all other organizations affiliated with the A. F. of L. As stated in the constitution of the A. F. of L. (Art. 2, Sec. 2), national and international trade unions chartered by the A. F. of L. are "based upon a strict recognition of the autonomy of each trade."

Can Members of the National Federation of Federal Employees Be Called Out On Strike?

No. Not under any circumstances. The constitution of the N. F. F. E. contains the following clause (Art. 2, Sec. 2):

"*Provided*, That under no circumstances shall this Federation engage in or support strikes against the United States Government."

The A. F. of L. has no power to call a strike of any organization whatsoever, and no striking organization has power to call out the members of any other organization.

Can Dues Paid by the National Federation of Federal Employees to the A. F. of L. Be Used in Support of Strikes?

Answer to this question has been specifically requested by President JOHN S. BEACH, of Local No. 2, under date of November 20, in the following letter:

"Mr. Luther C. Steward,
President, N. F. F. E.,
Washington, D. C.

"Dear Brother Steward:

"Many members of Federal Employees Union No. 2 have recently asked us to make a statement in reference to our affiliation with the American Federation of Labor. They desire particularly to know whether or not any portion of the dues paid by them reaches the American Federation of Labor, and if so, whether the same or any part thereof, is used for the purpose of supporting strikes. The demands for a clear statement on this question have been numerous and frequent since the recent steel and coal strikes, and have come to us from individuals and also through the medium of petitions or collective requests.

"In all cases I have responded that this is a matter which concerns all members and all Unions affiliated with the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, and that a public statement on this question should come first from the National Federation.

"May I not therefore suggest that you, as president of the National Federation, outline the exact nature of our affiliation with the American Federation of Labor, laying particular emphasis upon the question of what portion, if any, of the dues paid by individual members is used in support of strikes? And I further suggest that this letter and your reply thereto be published in the next issue of the weekly FEDERAL EMPLOYEE.

Fraternally yours,
(Signed) JNO. S. BEACH,
President."

The answer to the above letter is:

(1) The N. F. F. E. pays to the A. F. of L. one cent per member per month upon the full paid-up membership, as required by the constitution of the A. F. of L. (Art. 10, Sec. 1). The sum so paid is used by the A. F. of L. for defraying its ordinary expenses of maintaining its central organization.

(2) Not one cent of the dues paid by the N. F. F. E. to the A. F. of L. is or can be used for the support of strikes.

TO SUMMARIZE: It should be clear to our members that we are a self-governing body, responding to no influence or authority except by our own consent.

It should be clear also that the last thing we want to lose is our affiliation with our fellow-workers by means of our charter from the A. F. of L.

Business Interests Seek to Down Co-operative Stores

(*Continued from page* 1)

prices on various commodities, they cannot continue to do so indefinitely.

In view of the campaign now started by the trade bodies it would seem to be up to the government employees to deal exclusively with the cooperative stores, even at the cost of some inconvenience, in order that these stores may be built up for future service.

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Committees Named to Represent the Clerical Services

Matters pertinent to reclassification of various branches to be handled by these committees.

COMMITTEES to represent the various government clerical services into which the Reclassification Commission will classify federal employees in the District were named at the last meeting of the Commission held November 17. Nineteen meetings were necessary before it was possible to name the representative committees.

The functions of the committees which have been organized are: (1) to review the specifications or descriptions of the various classes of positions in the services which those present represent; (2) to formulate the views of the employees in the services involved regarding the salaries which they believe they should receive, and the opinion of the administrative officials as to the compensation which must be paid in order to obtain and retain well qualified and competent employees; and (3) to select spokesmen to represent the employees before the Reclassification Commission when it holds hearings concerning the clerical services.

A general meeting of all committee chairmen will be held in the near future, when recommendations regarding wages and other matters pertinent to conditions surrounding federal workers will be made.

The following committees were named:

CHAIRMEN AND SECRETARIES OF COMMITTEES

51. *Administrative and Supervisory Clerical.*

69-F. *Head Clerk.*—Warren R. Choate, Chairman, Federal Trade Commission; Mark A. Watson, Secretary, office of the Chief of Staff, War Department.

53. *Filing Service.*—Homer Smith Chairman, Indian Office, Interior Department; R. M. Brown, Secretary, office of the Secretary of War (Branch 800) War Department.

54. *Governmental Bookkeeping and Acounting Service.*—Herbert S. Ward, Chairman, Biological Survey, Department of Agriculture; L. E. Wiltberger, Secretary, Room 1144 Navy Building, Bureau of Supplies and Accounts, Navy Department.

55. *Mechanical Tabulating Machine Service.*—Louis Brehm, Chairman, Auditor for Postoffice Department, Treasury Department; Grace Walsh (Miss) Secretary, Office of Auditor for Postoffice Department, Treasury Department.

56. *Messenger Service.*—F. M. Ashbaugh (Dr.), Chairman, Adjutant General's Office, War Department; John P. McDowell, Secretary, Solicitor's Office, Interior Department.

57. *Office Appliance Operating Service.*—C. E. Bracey, Chairman, Division of Publication, Department of Agriculture; Henry B. Fleming, Secretary, Bureau Pensions, Interior Department.

58. *Statistical Clerical Service.*—Perry Elliott, Chairman, Bureau of Crop Estimates, Department of Agriculture; John O. Bell, Secretary, Bureau of Markets, Department of Agriculture.

62. *Typing, Stenographic, Correspondence, and Secretarial Service.*—W. J. Schutrumpf, Chairman, Private Secretary to Solicitor, Interior Department; Juliette S. Stebbins (Miss), Secretary, Supervising Architect's Office, Treasury Department.

63. *Supply and Equipment Service.*—H. A. Works, Chairman, Chief Division of Publications and Supplies, Labor Department; F. M. Shore, Secretary, Division of Supplies, Department of Commerce.

69-A. *Examiner Service.*—U. J. Biller, Chairman, Pension Bureau, Interior Department; W. E. Buffington, Secretary, Postoffice Department.

69-B. *Personnel Service.*—L. F. Allen, Chairman, Purchase and Storage, War Department; M. J. McAuliffe, Secretary, Civil Service Commission.

69-C. *Recorder Service.*—Willis B. McGruder, Chairman, Patent Office, Interior Department; Teresa M. Flinn, Secretary, Loans and Currency, Treasury Department.

69-D. *Clerk of Courts and Docket Service.*—Thomas R. Manning, Chairman, Office of Solicitor, Interior Department; Edith Baer (Miss), Secretary, War Risk Insurance, Legal Division, Treasury Department.

69-E. *Mail Service.*—W. D. Hobbs, Chairman, Bureau of Markets, Department of Agriculture; Clyde A. Bird, Secretary, Compensation and Claims, War Risk Insurance, Treasury Department.

69-G. *Counters and* 69-K. *Tellers and Cashiers.*—Charles J. Gates, Chairman, Chief Redemption Division, Treasury Department; Arthur D. Cutts, Secretary, Chief Division of Issue, Comptroller of Currency, Treasury Department.

69-J. *Assessor and Appraiser Service.*—Chairman and secretary not yet selected, for information address: G. D. Holmes, Room 107, Assessor's Office, District of Columbia, Main 6000, Branch 169.

69-L. *Dead Letter Service.*—Burton G. Cowles, Chairman, Assistant Chief Reviewing Section, Dead Letter Office, Postoffice Department; Charles N. Dalzell, Secretary, Chief Clerk, Division of Dead Letters, Postoffice Department.

(*Continued on page 7*)

Would Abolish Government Hotels in Washington

Plan to use Union Station Plaza Dormitories as office buildings. Government offices still in private dwellings.

NOTWITHSTANDING the present congested condition in Washington, due to improper housing facilities, a number of Senators and Members of Congress have expressed themselves in favor of turning the Union Station Plaza dormitories into office buildings and abolishing the existing hotel plan for government workers. The present system of conducting the hotels is not only relieving the housing condition in the District to a great degree, but has shown that the hotels can be and are self-supporting.

During the war $100,000,000 was appropriated for various housing projects and of that amount about $27,800,000 was expended, the balance being turned back to the Treasury of the United States.

The United States Housing Corporation has returned to the Treasury of the United States $32,500,000 of the $100,000,000. Before June 30, 1920, the United States Housing Corporation expects to return to the Treasury of the United States in cash, mortgage notes and railway securities some $40,000,000, leaving a net cost for overhead, damages for canceled contracts, and excess war cost the sum of $27,500,000, an expenditure which

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The FEDERAL EMPLOYEE

A Magazine for Government Workers

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OFFICIAL MAGAZINE OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Entered as second-class matter, August 24, 1916, at the Postoffice at Washington, D. C., under the Act of August 24, 1912.

A MESSAGE FROM ROOSEVELT

"If I were a factory employee, a workingman on the railroads or a wage-earner of any sort, I would undoubtedly join the union of my trade. If I disapproved of its policy I would join in order to fight that policy; if the union leaders were dishonest I would join in order to put them out. I believe in the union and I believe that all men who are benefited by the union are morally bound to help to the extent of their power in the common interests advanced by the union."

Here is a message from a great American, well worth heeding. In these words, terse and to the point, and thoroughly characteristic of the man, the late Colonel Roosevelt went right to the heart of the matter. No standing aloof for him. The place of every wage-earner—government employee or private employee—is out with his fellows on the firing line. There must be no shirking of responsibility. If the union is in the right, uphold its course to the end. If in the wrong, get to the helm and do a man's part in steadying the ship in its course. Above all, do not stand aside with carping criticism and superior airs, complaining that things are no better while doing nothing to make them better. ORGANIZATION is the foundation of progress. Organization, whether of Labor or Capital, may lead to blunders, even to crimes; but progress, accompanied by blunders and crimes as perhaps necessary byproducts of evolution, is superior to stagnation and death.

THE GOVERNMENT CONTRACTS WITH A UNION

Once more the Government has entered into collective bargaining on a large scale. It must give a decided shock to Judge Gary and others of his way of thinking to learn that the Railroad Administration, through Director General Hines, has just signed a new wage and working agreement with the officials of the Brotherhood of Maintenance of Way Employees and Railway Shop Laborers, affecting the vital interests of some 400,000 men. As showing the character and scope of this agreement this statement of Mr. Hines is much to the point:

"Specifically, the new contract provides overtime for regular section laborers and other employees in this classification, except laborers in extra or floating gangs whose employment is seasonal and temporary in character and certain employees whose positions do not require continuous manual labor will be paid on the basis of time and one-half after the eighth hour of continuous service, exclusive of the meal period, thus applying the same principle which was established last year for important classes of railroad workers.

"Heretofore such maintenance employees have been paid over time at pro rata rates for the ninth and tenth hour and time and one-half after the tenth hour. Under the agreement laborers in extra or floating gangs whose employment is seasonal or temporary in character will be paid over time at a pro rata rate for the ninth and tenth hour and time and one-half after the tenth hour, whereas employees holding positions not requiring continuous manual labor, such as track, bridge and highway crossing watchmen, signalmen at railway noninterlocked crossings, lampmen, enginemen at isolated points and pumpers will continue to be paid for their present hours of work a monthly rate equal to their present pay."

In the light of the foregoing action, the query is pertinent, Which is the reactionary in this case in the method of dealing with its employees—our Government, or the Steel Trust under the management of Judge Gary?

CITIZENS ASSOCIATIONS — AND BEYOND

The movement now in full swing to build up the citizens' associations of the District should receive hearty support from all interested in the welfare of the National Capital. Let us be plain spoken. No other city in the country needs as much as Washington stimulation toward initiative and self-help on the part of its people, and any movement that tends in this direction is a godsend. It must be understood, of course, that citizens' associations and similar groups are not a substitute for, but merely a step toward, "the real thing," FULL AND COMPLETE SUFFRAGE AS THE MEANS OF LOCAL SELF-GOVERNMENT. This is to be clearly distinguished at all times from the kind of suffrage that seems to be very popular in certain quarters, that is, the possession of the ballot only for the purpose of securing representation in the two Houses of Congress. This restricted suffrage is good so far as it goes, but it fails to go far enough to enable the people of Washington to rule themselves. No other city has larger and more pressing problems crying for solution, problems which have been crying for solution for many a long year under a succession of autocratic rulers imposed on the citizens from above—at times beneficent rulers, by the grace of the appointing powers, at times otherwise, but always autocratic. Our public schools, our system of taxation, our transportation system, our slums (yes, gentle reader, fair Washington has slums beyond the vision of the rider on the sightseeing cars)—these are but a few of the problems which affect the daily life and well-being of every family in our midst, yet over which the people of Washington have no more control than they have over the destinies of the inhabitants of Mars, if such there be.

So we say with enthusiasm, *Vive* citizens' associations and organizations of any and all kinds that will take part in awaking and maintaining public life and spirit in this autocracy at the fountainhead of the American democracy.

Trade Union Articles in "The Federal Employee."

Are you reading the series of illustrated articles now appearing in THE FEDERAL EMPLOYEE (monthly edition), the first of which was published in the September 13 issue? These articles were the subject of favorable comment at the last meeting of the Board of Representatives of Local No. 2, which adopted the following resolution:

WHEREAS, It has been suggested that every member of Federal Employees Union should consider himself a committee of one to encourage the reading of THE FEDERAL EMPLOYEE, and

WHEREAS, There is an excellent series of articles now running each month in this magazine under the heading "Trade Unions," now

Therefore, Be It Resolved, That each of us here present read this series, and strongly recommend it to others, and submit our approval of this class of articles to Brother Gurley, Editor.

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Navy Yards and Stations; Internal Revenue and Custodian Services

Action taken by the San Francisco Convention on matters pertaining to the above-named services here summarized.

NAVY YARDS AND STATIONS

Resolution No. 131 (introduced by Delegate ALDRICH, New York City, No. 4)—

Requesting the Secretary of the Navy to issue an order that all overtime, whether voluntary or involuntary must be paid for, and if no funds are available for payment for such overtime the employees be released from work for an equivalent amount of time at some other period during the month.

Adopted.

Resolution No. 160 (introduced by Delegate DAVIE, Bremerton, No. 93, and others)—

Directing attention to a table of rates of pay of the classified employees of the navy yards and stations, printed in the January (1919) issue of THE FEDERAL EMPLOYEE, which table was prepared in the Bureau of Ordnance, and which presented incorrect data concerning certain conditions, and instructing the National Office to gather correct data in this respect and publish the same in THE FEDERAL EMPLOYEE together with the previously published tables of the Navy Department.

Adopted.

Resolution No. 161 (introduced by Delegate DAVIE, Bremerton, No. 93; ALDRICH, New York City, No. 4; BROWN, Vallejo, No. 76, and others)—

Instructing the Secretary-Treasurer to telegraph every local, asking them to get in touch with their Congressional representative by wire, urging him to use his best efforts to secure the rescinding of the Navy Department's circular letter of August 23, 1919, and have the findings of Wage Boards put into effect; and providing further that the Convention appeal to the Secretary of the Navy by wire direct to concur in such action.

Adopted. (The full text of the foregoing resolution, No. 161, will be found on page 585 of our issue of October 11.)

Resolution No. 148 (Introduced by Delegate SLEEP, Boston, No. 25)—

Instructing the officers of the National Federation to take action toward securing the inclusion in the next naval bill of a provision that the average rate of pay of chief clerks, senior supervising clerks, and junior supervising clerks of navy yards and stations shall be the same as the average rates of pay of foreman mechanics, master mechanics, quarterman mechanics, and leadingman mechanics on date of passage of the act.

As a substitute for the foregoing and certain other resolutions the following general salary-increase resolution was adopted by the Convention:

Resolution No. 25:

WHEREAS, The salaries of government employees have not increased in proportion to the increased cost of living during the war, or to the increase in wages in private industry, and have, in fact, not been readjusted in half a century; and,

WHEREAS, The increase in living costs is therefore felt more acutely by government workers than by most other groups, and the salary increase of $240 allowed by the last Congress has not proved adequate to meet the necessities of our people; therefore, be it

RESOLVED, That we hereby instruct the executive officers of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES to secure the introduction in the next session of this Congress, and push for passage at the earliest possible moment, a measure providing general wage increases for government employees in amounts of $480 for employees receiving base pay up to and including $2,500 per year, $360 for those in the grades between $2,500 and $3,500 per year, and $240 for the grades between $3,500 and $4,500 per year.

Resolution No. 9 (introduced by Delegate SHAW, New Orleans, No. 22)—

Urging that regular graded promotions for all classified civil service employees in navy yards and stations be established, and that uniform rates of pay be made for chief and supervisory clerks, whether employed at small or large yards or stations, and that chief and supervisory clerks receive pay equivalent at least to the pay of quartermen and leadingmen, respectively, in the leading trades.

Adopted.

Resolution No. 126 (introduced by Delegate FITZGERALD, New York City, No. 4)—

Recommending that the Convention direct the National Officers to take up with the Secretary of the Navy the matter of having ordnance men in navy yards and stations graded in salary as machinists, these employees possessing expert technical knowledge and having had thorough training on all the rapid-fire, machine guns, and great guns in the naval service.

Adopted.

Resolution No. 101 (introduced by Delegate ALDRICH, New York City, No. 4)—

Recommending that the officers of the N. F. F. E. be instructed to lay before the Secretary of the Navy the grievances of policemen in the New York navy yard, which are in substance that they do not receive the full amount of the $240 bonus owing to the fact that their pay is computed on the basis of 313 working days per year, and that no bonus is paid for Sundays, although they are required to work on Sundays, thus losing a day during the week.

Adopted.

Resolution No. 132 (introduced by Delegate ALDRICH)—

Drawing attention to the fact that ex-naval reservists are being put into the classified service at higher rates of pay than civilians of long standing who perform the same work, and recommending that a vigorous protest be made against such procedure, and that in cases where a reduction of the force is made or contemplated the rule of seniority be enforced, civil service clerks of longer standing being given preference over these new appointees.

Adopted.

Resolution No. 133 (introduced by Delegate ALDRICH)—

Urging that seamstresses of navy yards and stations be reclassified as general helpers and that they receive the same rate of pay as men under that rating.

Adopted.

Resolution No. 104 (introduced by Delegate ALDRICH)—

Stating that some of the women flag-makers and sail-loft workers of the New York navy yard have failed to receive the $240 bonus, seemingly for no adequate reason, and instructing the officers of our National Federation to lay the matter before the Secretary of the Navy.

Adopted.

INTERNAL REVENUE SERVICE

Resolution No. 127 (introduced by Delegate VACHER, Los Angeles, No. 62, and others)—

Providing that a bill be introduced in Congress for the proper classification of deputy collectors of Internal Revenue, and regulation of their appointment under civil service rules.

The foregoing and several other resolutions for better classification of

(*Continued on page* 6)

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Women Paid Less Than Men For Equal Work

THAT the U. S. Government pays men more than women for the same or comparable work is shown by an official report made public lately by the Woman's Bureau of the U. S. Department of Labor, of which Miss Mary Anderson is Director. The report is based on studies of the Civil Service Commission's records made by the Woman's Bureau with the cooperation of the Commission. The data have been transmitted to the Joint Congressional Commission on Reclassification of Civil Service for its use in revising the government salary scale

The records compiled, the report states, show that for the first two months of 1919 (which is the period studied) 86 per cent of the 4,689 women appointed entered the service at salaries of $900 to $1,299, while only 36 per cent of the 3,270 men appointed entered at those rates, the men's pay running much higher.

The prevailing rate for women typists was $1,000 to $1,099, for men typists, $1,100 to $1,199.

Men who passed the examination as law clerks were appointed in the War Risk Bureau at salaries ranging from $1,200 to $3,500, but women taking the same positions were paid $1,100 to $2,000.

Women statisticians (work requiring college training and some practical experience) were appointed at salaries as low as $1,200, while men received $1,800, $3,000 and $4,000. Only one of the fifteen women appointed to managerial, supervisory, office-organizing or secretarial positions received as much as most of the men received, namely, $2,000 and over. The other women received $1,200, $1,400 and $1,600.

One outcome of the exclusion of women from examinations for the higher grade positions, a policy which prevailed until this month, the report points out, "is the overwhelming concentration—91 per cent of women appointees in the clerical service. This massing in turn carries with it the depression of salaries toward the old-time woman's level—a figure traditionally below that which any number of men qualified to fill the position will accept." One of the evidences at work, apparently, is the weaker bargaining power of women. As stated early in this report, all applicants for probational positions state in their examination papers the minimum salary which they will accept. Among the probational appointees in the months of January, and February,

(*Continued in third column*)

All Civil Service Examinations Opened to Women

WOMEN will hereafter be admitted to all examinations held by the U. S. Civil Service Commission, according to a decision made public very recently, This decision follows recent studies of the Civil Service Commission records, made in cooperation with the Commission, by the Woman's Bureau of the United States Department of Labor, which revealed that women had been excluded from 60 per cent of the examinations held during the first six months of 1919.

The Civil Service Commission decision quoted from the minutes of the meeting of November 5th reads as follows:

The following will be inserted in all announcements of examinations:

Both men and women, if qualified, may enter this examination, but appointing officers have the legal right to specify the sex desired in requesting certification of eligibles.

Wherever the appointing officer indicates, however, that only men or women, or only men and military preference men, will be appointed, then a statement to that effect shall be added to the above in the announcement.

This minute does not apply to a case where there is an ample register of one sex, but eligibles are needed of the other sex; in which case an examination may be confined to applicants of the sex for which eligibles are needed, the announcement to contain the statement that there is an ample register of the sex not admitted.

Navy Yards and Stations

(*Continued from page* 5)

various services, or branches thereof, were favorably acted upon by the Convention by the passage of a resolution urging immediate action looking to the extension of the work of the present Joint Reclassification Commission to cover all departments of the federal service throughout the country.

Resolution No. 39 (introduced by Delegates BERRYESSA, HUTCHINSON, and WATKINS, San Francisco, No. 1)—

Instructing the Executive Council to take up with the proper authorities the matter of the employment in some other department, in preference to non-civil service appointees, of the large number of storekeeper-gaugers in the Internal Revenue Service recently placed on the unassigned list owing to the enactment of the Prohibition Act, these employees being first-grade civil service appointees, bonded for $500 each.

Adopted.

Resolution No. 17 (introduced by Delegates MAYO and HARRIS in behalf of New Orleans Local, No. 22)—

Instructing the Executive Council to do all in its power to secure proper relief for U. S. storekeepers in the employ of the Collectors of Internal Revenue, who are kept on duty unreasonably long hours without pay for overtime work, who do not get the benefit of annual and sick leave commonly enjoyed by other government employees, and for whom there seems to be no settled rule regulating promotions.

Adopted.

Resolution No. 105 (introduced by Delegate FITZGERALD, New York City, No. 4), as adopted by the Convention, with amendment, instructed the Executive Council to take up with the proper officials, with a view to placing their names on the appropriate eligible list, all Internal Revenue employees who have passed the necessary examination.

CUSTODIAN SERVICE

Resolution No. 135 (introduced by Delegate WIEGAND, Baltimore, No. 21, and others)—

Directing the Executive Council to take the necessary steps to effect an arrangement whereby the pay of similar positions in the Custodian Service in cities of the same class be made uniform.

Adopted.

Resolution No. 36 (introduced by Delegates BERRYESSA, HUTCHINSON, and WATKINS, San Francisco, No. 1)—

Instructing the Executive Council to do all in its power to have repealed certain provisions of the Legislative, Executive, and Judicial Appropriation bill, approved March 4, 1913, whereby certain employees of the mint at San Francisco, California, as watchmen, elevator conductors, laborers, and custodian employees, cannot receive an increase in compensation on account of such provisions of said law.

Adopted.

Women Paid Less Than Men

(*Continued from first column*)

274 women as against 36 men accepted the minimum offered, or less; among the temporaries 131 women and 66 men accepted $900 or less. Of the 529 applicants who expressed willingness to accept the advertised minimum or less over 80 per cent were women.

Reclassification, it is believed, will bring about an adjustment of the inequalities in the civil service as between men and women by bringing about the establishment of an impartial administration agency, not only in the Departments in Washington, but later throughout the entire Civil Service.

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Would Abolish Government Hotels

(*Continued from page 3*)

undoubtedly did its full share to win the war. The Corporation expects to see that the 6,000 houses are placed in the hands of bona fide purchasers without graft or subsidy, allowing the tax-payers to absorb *only* the fair excess war cost over peace prices. Temporary war housing has, of course, small salvage value, except as it can be used to relieve the distressing housing shortage. The House Committee on Public Buildings and Grounds has favorably reported a bill to abolish the U. S. Housing Corporation, though it has held no public hearings, has not given the Housing Corporation a chance to be heard.

One property alone, namely, the government hotels, has acommodations for 1,950 women and employs 495 persons in the hotel, mechanical and laundry departments. The hotels are now operated on a business basis and are no expense to the taxpayers. They give housing to nearly 2,000 government clerks at $45 a month for room and two meals.

AT LEAST 30 PRIVATE DWELLINGS IN USE

At the present time no fewer than thirty buildings that were formerly private residences have been commandeered by the Government for office buildings to house war branches of the departments. Of this number only two or three have been turned back to their former owners for remodeling. The Bureau of War Risk Insurance has moved several thousand employees from the temporary buildings and is even now contemplating moving an additional number from the temporary offices.

The Mills building, at Seventeenth and Pennsylvania avenue, northwest, has recently been vacated by the Government, and part of the space turned over to the public for office space. The buildings that were formerly private homes are being used, however, by many of the departments, and at present it is doubtful whether or not they will be vacated.

SENATOR SMOOT WOULD HAVE WAR BUREAUS MOVE

Senator Smoot, of Utah, stated that he is endeavoring to have the Senate Housing Committee recommend that the war branches be moved from private office buildings and residences and be located in the temporary structures that were erected for office purposes.

A number of the buildings at Sixth and B streets, northwest, have been vacated by the Government and are available for other branches.

Senator Smoot also declared that in his opinion it is unjust on the part of the Government to continue to occupy buildings that could very well be turned back to the people when it has floor space available to house a great number of clerks.

The housing problem that confronts the people of Washington would in a way be solved if the private buildings occupied by the Government were turned back to their owners.

Are You a Student in the Trade Union College?

If you want to pursue one of a number of courses of study with other earnest students, under thoroughly competent instructors, you should investigate at once the facilities of the Trade Union College. The expense is but nominal.

Full information can be had at Local No. 2 Headquarters, 1423 New York Avenue, Northwest.

4,500 War Risk Employees to Be Released

It has been announced by officials of the War Risk Bureau that between this date and December 15, about 4,500 employees of that branch will be discharged from the service owing to the let-up in work since the close of the war.

Nearly all of the work of the Bureau with the exception of routine has been disposed of, according to heads of the several departments, and the force is so large as to be unwieldy. The matter of selecting those who are to remain will be considered between now and the date of discharge.

It is understood that the people who will remain are those who are best qualified from a standpoint of both service and ability. A large percentage of the employees of the War Risk are not under civil service rules, although they have served longer than some of the employees who are. The heads of the several departments declare that the people who are retained will be retained on merit, regardless of their status, viewed from the standpoint of both service and efficiency.

If any employees have been transferred from other branches of the government service for the reason that they were needed in some particular line of work, they will be retained, according to present plans.

Employees who have served faithfully since the beginning of the war and during that time have been unable to take a civil service examination, will be given preference over those who have entered the service but recently and have civil service status.

Any clerks who during their tenure in the War Risk branches have been found incompetent will be released regardless of length of service. The idea is to get the War Risk on a sound, smooth-running basis.

Department heads declare that every one in the service is to be given fair treatment, but assert that in the confusion of reorganization a few blunders are apt to be made. Such mistakes the officials have declared their willingness to adjust.

Committees Named to Represent the Clerical Services

(*Continued from page 3*)

69-M. *Comparers, Verifiers, and Checkers.*—Van W. Roberds, Chairman, Office of Director of Finance, War Department; Helen B. Hammond (Mrs.), Secretary, Railway Adjustment Division, Postoffice Department.

69. *Miscellaneous Clerical Service.*—Jeremiah Connolly, Chairman, Railway Adjustment, Postoffice Department; J. H. Kesecker, Secretary, Pension Bureau, Interior Department.

Making Certain

Little Esther was saying her bedtime prayers, and in conclusion asked: "Please, dear God, make San Francisco the capital of California."

"Why did you ask that, Esther?" interrogated her mother.

"Because I wrote it on my examination paper that way."—*Ladies' Home Journal.*

COOPERATIVE STORES CUTTING INTO H. C. L.

The several departmental Cooperative Stores offer the best opportunity for Government employees in Washington to make a material saving on food, clothing, and other necessities. The life and benefit of these stores depend on the employees. Our next issue will contain a Directory of the Cooperative Stores—YOUR Stores, run for YOU. Here is a chance to use your combined power to help yourselves.

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To Erect a National Archives Building

By Jim E. Chinn

A GREAT government building project, which will give to Washington a national archives building of magnificent architectural design, will probably be carried out next year at a cost of approximately $1,500,000. The erection of this building will also give work to several thousand federal employees.

Designs and estimates for this beautiful structure, which has been authorized by Congress, are now in the hands of a commission consisting of Vice-president Marshall, Secretary of War Baker, Secretary of Treasury Glass, and Secretary of the Interior Lane. Acquisition of a site for this project cannot be made, however, until an appropriation is granted by Congress. At the last session of Congress a letter was addressed to members of the House by J. H. Moyle, Acting Secretary of the Treasury, asking for an appropriation of $486,000 for a site, and $1,500,000 for a building. The appropriation was included in the Sundry Civil bill, which was passed by that Congress but failed to become a law, and was not included in that bill which was finally enacted July 19. With the convening of the next Congress in December, it is the belief that the necessary appropriation will be provided for in some bill which will receive favorable consideration by that body.

The need for a national archives building for the preservation of valuable government documents has been strongly emphasized in Congress, notably so in the message of President Taft to that body February 2, 1912. The matter was also exhaustively treated in the extension of remarks by Representative Fess, June 3, 1916.

Various government officials have pointed out from time to time that papers of inestimable value are now stored in numerous out-of-the-way and inaccessible places, some in government buildings not adequately protected from fire and others in rented quarters, where frequently there is far less security from fire or destruction in other ways than in the attics of government buildings. The space afforded by the proposed building would also relieve congested conditions in various government structures.

"I was born on the very day that Goethe died," said a conceited author.

"Both events were a misfortune to German literature," commented Saphir.—*New York Tribune.*

SCHOOL BOARD BEATEN IN THE ALICE WOOD CASE

Justice Hitz of the District Supreme Court has just (November 25) issued a writ of mandamus directing the Washington Board of Education to rescind its order suspending Miss Alice Wood for one week, without pay. Miss Wood, a high school teacher, it will be recalled, was the victim of "star chamber" proceedings on the part of the Board on the charge of making indiscreet utterances in classroom regarding Bolshevism. The outcome is a signal victory for the Washington teachers' unions which fought the case to the finish.

Nearly 100 Per Cent Organized

The clerks of the Hull Division of the Philadelphia navy yard have made a record in which any organization might well take pride, a record of almost complete unionization. The clerks of this division, writes Brother William E. Foery "were never more potently organized than they are today. At the present time there are 115 clerks of the Hull Division who are members of Local No. 23 of Philadelphia. The present membership represents about 80 per cent of the inside working force of clerks. The representative of the Hull Division, together with his loyal assistants, claims that in as phenomenally a short space of time as the 80 per cent mark was reached the remainder will be gathered in. This consists mostly of clerks who are undecided about their permanency and messengers who are not as yet financially able to make the necessary outlay of initiation fee and dues. The fact that there is just a handful of anti-unionists in the Hull Division is hereby forcefully illustrated.

"The clerks of the Hull Division realize that the time has passed when influence was the governing factor in the matter of higher wages, and that collective bargaining has taken its place. There no longer exists that shyness to voice an expression of opinion on the doings of the management, and things seem much more consistent than they were then and to be running much more harmoniously. A definite relationship is manifest between the management and clerical labor. Unionism is the slogan in the Hull Division.

"The union members of the Hull Division through this medium of publicity are anxious to express their willingness to loyally support the Federation by deeds for the promotion of the welfare of government employees in general."

Secretary Dey, of Wichita, Sounds This Cheering Note

"Local No. 106, F. E. U. Wichita, Kansas, held the annual election at the last regular meeting and reelected Brother John C. Lappin, of the B. A. I., president; Brother S. P. Peterson, of the U. S. Weather Bureau, financial secretary; and Brother Robert F. Dey, of the B. A. I., recording secretary.

"No. 106 started the new year with an application for membership accepted and with a membership committee that promises great things for the F. E. U. at Wichita—a Weather Bureau man to make it hot or cold for our prospects; a deputy U. S. marshal who is big "enuf," and willing "enuf" to get any one he wants, either I. W. W. or F. E. U.; and a B. A. I. to cut up the victim if the goat can't handle him; and a bunch of live wires to keep them interested when we get them in. We are going to "make things hum," and try for a 100 per cent membership of federal employees at Wichita. We hope to be ready to report several new members at our December meeting."

Custom House Official: There's 15,000 bottles of hair tonic coming in today, Jones. You'll have to taste every one to see there's no booze in the shipment.—*Life.*

WHAT CAN 25,000 PEOPLE DO?

This is a very pertinent question, especially to the 25,000 members of Washington Local No. 2.

Are we accomplishing all that can reasonably be expected of 25,000 organized individuals of the stamp of the members of Local No. 2?

If not, why not?

What do YOU think? Tell your fellow-employees, in 100 words, through the Weekly Federal Employee.

Address The Editor of the Federal Employee, 1423 New York Avenue, Northwest.

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THE FEDERAL EMPLOYEE

OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES

ISSUED WEEKLY

Vol. IV WASHINGTON, DECEMBER 6, 1919 No. 26

Recommend Training School for Government Workers

A TRAINING school for government employees, to be started by the Government with an appropriation of $25,000, has been recommended to the Joint Congressional Commission on Reclassification of the Civil Service by its Advisory Committee on Wage Policies. The advisory committee is composed of departmental executives, representatives of the employees, and members of the executive board of the National Civil Service Reform League.

The functions of the proposed training school would include:

"Training classes or apprentice methods for entering employees.

"Means (printed descriptions) for giving new employees an adequate idea of the functions of the bureau and the relation of the work to it.

"Training of old employees for greater efficiency in their work and advancement in duties.

"Giving younger employees experience in their work, by rotation in turn from one part of the organization to another, as is done in many commercial organizations.

"Stimulating of new methods and ideas by means of foremen meetings, journal meetings, seminars and the like.

"Much of such training will be specifically related to the work of a single bureau or department, but in some cases will cut across departmental lines. Some of the work should be wholly on government time, some of it partly on government time, and some wholly outside of hours, and at the employee's expense, depending upon the intimacy of the training work with the work of the Government.

"Encouraging employees in securing a better general education and training in local educational institutions."

Employees would receive training wholly or in part on government time, it is stated, or, in some cases, entirely at their own expense and on their own time.

"The primary function of the training agency would be to stimulate such work in the different bureaus by advice and aid in getting the work started," declares the report. It is recommended that the agency should be given an appropriation of $25,000 for this purpose, and that no hard-and-fast rules of legislation be laid down as to how it shall organize the work."

The training school shall be left free so that it can engage an able man to organize the work along whatever lines are found to be most feasible, according to the report.

"Such an extension of the Civil Service Commission's function should increase the efficiency of its recruiting work," it is stated, "by bringing about a closer contact with universities and with vocational schools with a view of their shaping some of their courses toward the needs of the Government."

The members of the Advisory Committtee on Employment Policies are:

Employees' representatives: Luther C. Steward, president NATIONAL FEDERATION OF FEDERAL EMPLOYEES; Miss Alice Deal, president, District High School Teachers Union; Miss Gertrude M. McNally, secretary Women's Union of the Bureau of Engraving and Printing; Dr. R. H. True, Department of Agriculture; and Frank Coleman, editor of *The Plate Printer.*

Administrative representatives: Miss Julia Lathrop, Department of Labor; Dr. G. L. Alsberg, Bureau of Chemistry; James L. Wilmeth, director, Bureau of Engraving and Printing; and Charles E. Steward, chief clerk, Department of Justice.

Commissioner George R. Wales represents the civil service on the advisory committee on employment policy. Secretary Edward Keating of the reclassification commission is chairman.

Representatives of the public: Richard H. Dana, president of the National Civil Service Reform League, Cambridge, Mass.; Robert Catherwood, member of the Council of the National Civil Service Reform League, Chicago, Ill.; Dr. Charles A. Beard, director, Bureau of Municipal Research, New York City; Miss Mary Van Kleeck, industrial division, Russell Sage Foundation, New York City.

Wear a Button Campaign in New York City

"The delegates from New York to the National Convention" writes Miss Elizabeth Aldrich, one of the number, and a moving spirit in the big Gotham union, "returned to their homes filled with enthusiasm for the F. E. U., imbued with a fresh spirit, and heartened for the winter work by contact with so many bright minds and willing workers from all over this great country. They have tried to bring back with them some of the breezy spirit of the Far West, and capture a little of the push and vim which they saw so abundantly illustrated out there.

"Local Four is therefore planning a membership drive to be known as the WEAR A BUTTON CAMPAIGN. This campaign is in charge of John Fitzgerald, president of Local No. 4, Miss Aldrich, chairman of the Membership Committee, and John J. Viele, president of Branch B; Thos. J. Ryan and Theodore H. Saal, as well as Vice-president Junker, are all very active in the matter.

"All the delegates to the San Francisco Convention are interested and all are pushing and working to the fullest extent.

(*Continued on page* 3)

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Recommend New Kind of Civil Service Commission

A NEW kind of Civil Service Commission, to be composed of representatives of administrative officials, the employees, and the outside public, with at least two women members, is one recommendation made recently by the Advisory Committee on Employment Policies to the Joint Congressional Commission on Reclassification of the Civil Service. This recommendation is embodied in the report of a subcommittee on employment conditions of women in the civil service, of which subcommittee the chairman is Miss Gertrude McNally, secretary of the Women's Union of the Bureau of Engraving and Printing, and a vice-president of our National Federation. Miss McNally and her committee have assembled a mass of data showing the discrimination that exists in the government departments against women employees in respect to pay and opportunities for advancement. One emphatic recommendation in the report is for "legislation to forbid discrimination between men and women in respect to opportunity for entrance, pay for work of the same character or corresponding skill, and opportunity for advancement."

CENTRAL EMPLOYMENT AGENCY FOR CIVIL SERVICE PROPOSED

Then follows this recommendation:

That in order to make the law effective and overcome the practice so clearly evident in the departmental service to give preference to men in appointments, salary and opportunities for advancement, the commission recommends to Congress that the administrative agency of the civil service be composed of not less than two persons representative of the management, not less than two representatives of the employees, and possibly a similar representation of the public, one member of each of the two former groups to be a woman. This central administrative agency should have the functions of an employment management bureau, and the authority, where one sex or the other is specified by the department, to throw the burden of proof as to the propriety of such a requirement back upon the appointing officer.

FACTS FOUND BY THE COMMITTEE GIVEN IN BRIEF

In its finding of fact, the report states: (1) That men are given preference over women in civil service appointments and in entrance pay. Until its recent issue, the Civil Service Manual itself called attention to this difference, men stenographers being offered $900 to $1,000, as compared with $720 to $900 for women eligibles from the same examination. (2) Men are given preference in promotion to such extent that few women, however highly qualified, are allowed to reach executive or technical positions and the better salaries. (3) Women are paid less than men for the same job both at entrance and afterwards. (4) Skilled women are paid less than unskilled men in the Bureau of Engraving and Printing, for example, in the Government Postoffice, the Mailbag Repair Shop of the Postoffice Department, and throughout the clerical service.

EQUAL TREATMENT FOR MEN AND WOMEN RECOMMENDED

In view of these facts the committee recommends:

Because of the traditional attitude toward women's work which tends to undervalue it because it is done by women; and because of the weaker bargaining power of women, which has led them to accept less for their work than men receive, it is recommended that the reclassification commission, in fixing the salary scale, give special study to these classes of positions chiefly or entirely filled by women, in order that the pay therefor shall not be less than is due for the skill or training required, and not less than is paid to men for work of corresponding skill. We refer especially to the clerical service, the women's work in the Bureau of Engraving and Printing, Government Printing Office, Mailbag Repair Shop, all the libraries, the schools, and similar branches employing large numbers of women.

EXPENSES OF WOMEN IN RELATION TO WAGES

On the subject of the cost of living for women in its relation to wages, and "inasmuch also as the common assumption is that working women in most instances have not the family responsibilities that men have," the committee refers to figures showing 70 to 75 per cent of two large groups of women as having dependents, and adds:

The subcommittee calls attention to the fact, apparent by observation, that the dependents of women workers are usually not children, but older members of their families—father, mother, sisters or brothers—and therefore are more expensive than the typical man's family of five with three minor children. The needs of adult dependents are greater, as a rule, than the needs of children; but the expenses of the mother who works include very often the cost of assistance in caring for her children.

It should also be noted that such studies as have been made show that the wage-earning woman's family responsibilities tend to diminish as she grows older, because of the fact that her dependents are so often older than herself. Her heaviest financial burden therefore is likely to come in her early working years, instead of at the time the man's family expenses are at their normal.

MEMBERS OF ADVISORY COMMITTEE ON EMPLOYMENT POLICIES

The Advisory Committee on Employment Policies, which has submitted this report to the Reclassification Commission is composed of:

Employees' representatives:

LUTHER C. STEWARD, President of NATIONAL FEDERATION OF FEDERAL EMPLOYEES.

MISS ALICE DEAL, President of District High School Teachers' Union.

MISS GERTRUDE MCNALLY, Secretary of Women's Union of the Bureau of Engraving and Printing.

DR. R. H. TRUE, Department of Agriculture, President of Scientific Section, Federal Employees Union No. 2.

FRANK COLEMAN, editor of the *Plate Printer.*

Administrative representatives:

MISS JULIA LATHROP, Department of Labor.

DR. C. L. ALSBERG, Bureau of Chemistry.

E. J. AYRES, Chief Clerk of Interior Department.

JAMES L. WILMETH, Director of Bureau of Engraving and Printing.

CHARLES E. STEWART, Chief Clerk of Department of Justice.

Commissioner GEORGE R. WALES represents the Civil Service on the advisory committee. Secretary EDWARD KEATING, of the Reclassification Commission, is chairman of the Advisory Committee on Employment Policies.

Representatives of the public:

RICHARD H. DANA, president and ROBERT CATHERWOOD, member of Executive Council of the National Civil Service Reform League, Chicago.

DR. CHARLES A. BEARD, Director of Bureau of Municipal Research, New York City.

MISS MARY VAN KLEECK, Industrial Division, Russell Sage Foundation, New York City.

A World-Wide Jubilee

Down the halls of memory stealing
Come the echoes sweet and clear
Of a bell whose joyous pealing
Liberty proclaimed as near;
And in ragged regimentals,
Like the phantoms of a dream,
Marching come the Continentals;
Stars and stripes above them gleam.

Now our mental vision brightens
And our hearts attuned aright
Catch the harmony that lightens
All the darkness of the night.
Nation covenants with Nation:
Peace on Earth begins to reign;
Never shall Civilization
Learn the arts of war again.

Other flags reflect the radiance
Of the flag that makes us free;
Other bells in chiming cadence
Sound the knell of tyranny;
Wheels of industry are humming;
Justice and Equality
Usher in the glorious coming
Of a world-wide jubilee.

—WILLIAM SCARLETT, *New York City F. E. U. No. 4. Copyright 1919, by the Author.*

It's twice as hard t' do somethin' you ought t' do as it is t' do somethin' you can't do.—*Abe Martin.*

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Two Million in U. S. Have Consumption and Don't Know It

MORE THAN two million people in the United States are suffering from tuberculosis in various stages, unknown to themselves.

At least 150,000 persons, most of whom could be saved by early medical treatment, die annually from tuberculosis. The economic loss to the nation through the slowing up of production, due to this disease, is $500,000,000.

These startling facts were revealed at the sixth annual tuberculosis conference held recently in Philadelphia.

Nine times as many people as were know to the doctors had the disease, as shown by a complete health survey of the city of Framingham, Mass. The people thought they had chronic bronchitis or stubborn colds. They were extremely dangerous to the community health. A short period of fresh air, sunlight, and rest from heavy exertion will cure most of them.

Tuberculosis is preventable and curable. It is rapidly mended if taken in the early stages. Yet it killed 150,000 people last year, right here in this country. It is truly the "White Plague."

The Washington Tuberculosis Association has formulated this platform, which, if successfully carried out will go a long way toward ridding that city of the disease. It features the necessity of starting early with the children.

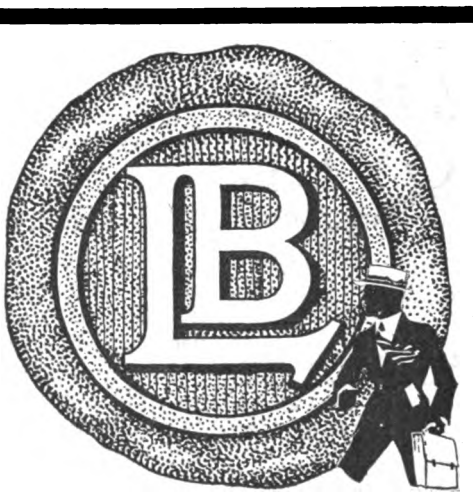
HEALTH PLATFORM FOR EVERYBODY

1. Physical examination of school children
2. More school doctors and nurses
3. Better ventilated school rooms
4. More open air classes
5. Preventorium for pre-tuberculous children.
6. Control of milk pasteurization
7. More Health Centers
8. Everlasting propaganda against—
   Public spitting.
   Breathing bad air.
   Coughing or sneezing in the other fellow's face.

These rules, if observed, will stamp out tuberculosis, and make you feel better, live longer, be stronger and able to do more.

The money for carrying on the fight against this insidious menace is obtained largely from the sale of the penny Red Cross Christmas Seals. Remember to help this work, when you pass the booths where the seals are on sale. It protects your own health as well as saving the life of the other fellow.

BUY CHRISTMAS SEALS.



He comes to SERVE
—not merely to sell—

Many of the bureaus established for war purposes are going out of existence. In many instances their records are being taken over by other departments. This is no easy task.

It means the *consolidation* of files and frequent *re*-classification of correspondence—particularly since much of the filing was hurriedly done and sometimes poorly done by inexperienced clerks.

Library Bureau stands ready to help in this process of "changing-over". Forty-three years experience has given it the specialized knowledge that is so valuable in meeting the high-pressure demands of today.

When the L. B. salesman calls on you he isn't after the biggest order he can get. He is there to sell you the filing system that will most adequately take care of your filing needs. L. B. service is genuinely helpful.

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Cooperative Store Profitable

A declaration of four per cent dividends on each investment of stock was announced Saturday evening at a meeting of stockholders of the Union Cooperative Association at Eagles' hall. That such dividend is possible despite the heavy expense of the association's first four months in the field is nothing less than remarkable.

The steady growth of business in the Bremerton store of the association has led to enlargements and remodeling of floor space, such rearrangement proceeding in rapid order, according to announcement at the meeting. A joint store will be taken over in Charleston and opened for business on or about December 1.—Bremerton (Wash.) *Civil Service Crab, Nov.* 18.

Wear a Button Campaign in New York City

(*Continued from page* 1)

"After consultation and a careful survey of the field, New York has made up its mind that the ground in this vicinity has been only scratched, and to inaugurate an educational and advertising campaign, the sending out of literature, the holding of special mass meetings is the program, all with the object of letting every government worker know that there is a live, progressive, nonstrike union at hand which he can not afford to stay out of."

"Jones says he gives employment to a lot of other men."

"So he does—other people's bill collectors."—*Pearson's Weekly.*

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The FEDERAL EMPLOYEE

A Magazine for Government Workers

VOL. IV DEC. 6, 1919 No. 26

THE FEDERAL EMPLOYEE is published weekly by the National Federation of Federal Employees at the Offices of the Federation, 1423 New York Avenue, Northwest, Washington, D. C.
Editor, JOSEPH G. GURLEY.
Business Manager, E. J. NEWMYER.

OFFICIAL MAGAZINE OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Entered as second-class matter, August 24, 1916, at the Postoffice at Washington, D. C., under the Act of August 24, 1912.

Erection of Home for F. E. U. No. 2 Proposed

Executive Committee of big Washington Local Favors Drive for Building Fund

AT A RECENT meeting of the Executive Committee of F. E. U. No. 2 the question of buying or leasing property which may be used for the headquarters of the union was under discussion. Although no definite action was taken regarding this matter, it was decided to keep the project before the membership with a view to organizing a campaign early in the spring to raise funds for securing the desired building. It is probable that a bond issue will be authorized, the bonds to be interest bearing. This will take care of the financial outlay, it is expected. The matter probably will be presented at the meeting of the Board of Representatives Friday, December 12, for consideration.

Many members of the Union may think that the move is a little too radical at this time, but the local has never been in better financial condition and the ever-increasing membership makes the acquisition of union-owned property virtually a necessity.

Space would be provided in which to hold entertainments, and each departmental branch would be allotted certain rooms in which to have meetings.

Talk up this matter in your branch and get ready to help out when your representatives take final action advocating this move. Money invested in such a project should net you an excellent return on your investment.

Get ready for the drive and make up your mind to "put it over."

Reclassification of the Clerical Services

In our last issue was given the roster of the committees named to represent the various clerical services in connection with the reclassification.

It was found immediately that it would be necessary to hold conferences of the chairmen and the various subcommittees in order to coordinate and harmonize the widely divergent views regarding salaries which necessarily would come to the surface in a large group of people. It was manifest that the proposal of salaries either unduly high or unduly low would have an unfortunate effect, and the benefits to be derived by working out a general scale for the entire group of clerical services were obvious.

A meeting was held in the Auditorium of the National Museum November 25 to discuss this question. Addresses were made by Dr. W. E. Mosher, who is directing the research work of the Reclassification Comission, Mr. G. H. Stuart Bunning, British Representative to the International Labor Conference, and Dr. R. H. True, President of the Scientific and Technical Branch of Federal Employee Union No. 2.

Before adjournment it was agreed that, if any committees were called for hearings before the general wage scale was worked out, sealed salary proposals would be presented. While all deliberations which take place at the various meetings are regarded as confidential, it may be said that encouraging progress has been made in working out a wage scale. The acceptance of this scale cannot be made binding on any service of course, but it is hoped that when finally evolved it will be so fair and equitable that it will prove generally satisfactory to all.

Status of the Federal Employee in the Labor Movement

To the Editor:

It has been with the keenest interest that I have noted the growing desire on the part of the federal employee to take his place in the great movement for the betterment of the conditions of those who work with hand and brain, and his ever greater willingness to align himself with those whose observation and experience have convinced them that only through *our own efforts,* with our eyes fixed upon the goal, can we make any advance toward winning for ourselves those things which are ours by right of patient, cheerful and intelligent expenditure of the best that is in us of mind and body.

It may be of interest to the readers of THE FEDERAL EMPLOYEE to hear a word from Local No. 7, Portland Ore. We have always been very modest and retiring, but are beginning to feel that it is time for the rest of the world to know that we are alive and well, and that our growth has been such as to be a matter of gratification to all that little group of fifteen men and one woman which three years ago gathered as a nucleus of the Greater Local No. 7 to today. Other efforts in the way of organization had previously been made, such as the Retirement Association, consisting of practically the same little group of men and one woman. But the vital spark was lacking, until the Federal Employees Union sprang into existence, which was to cement the larger body into what it is today—300 men, with no small sprinkling of women, all with the one purpose of working together to accomplish certain ends. What difficulties had to be overcome and what prejudices to be broken down can only be known to that pioneer group which had set its face toward the goal.

In pondering over the reasons for the prejudices which had to be overcome, consisting in many cases of a prejudice against the idea of organization at all, and in most cases against affiliating with the American Federation of Labor, it was many times rather difficult to understand why so large a body of men and women supposedly above the average in intelligence, and composed in a large measure of college graduates, should be so slow to realize the necessities of their situation and their status in the great movement toward better things for all workers.

Even now the prejudice of the large majority of federal employees against the American Federation of Labor is such as to make one despair at times of ever overcoming it. And to those of us who realize the ultraconservatism and the almost antique methods and structure of the American Federation of Labor it is even more discouraging. However, if numbers prove anything, we have much to hope for. If we are ever to reach our goal—the full return for our toil—we must rid our minds of the idea that we stand in a class by ourselves; that we are superior to our fellow-workers in apron and overalls. We must recognize the fact that while we have gone along for decades in a state of apathetic quiescence our coworkers in apron and overalls have been alive to their

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real status, and have struggled without rest or relaxation to strengthen their demands for better conditions and the realization of their goal through organization on the economic field.

Our status in the labor movement at the present time, is therefore, that of the student with a receptive mind. Our knowledge of economics is apparently very limited. Let us go forward with the confidence that the future will bring to us a clearer conception of the great unifying force—"An injury to one is the concern of all."

(Mrs.) HARRIET T. CHERVIN,
Local No. 7.
Portland, Oregon.

The Proposed Salary Increases

To the Editor:

If government employees who are receiving base pay up to and including $2,500 a year are to receive an increase of $480 a year, the government employee whose base pay is more than $2,500 a year should receive an increase of $480 a year also. If they do not receive an increase of at least $480 a year, they will not be getting a square deal because, if an employee receiving $1,000 a year should get an increase of $480 a year, the increase would amount to 48 per cent of his base pay; but if an employee receiving $2,000 a year should receive an increase of $480 a year, the increase would amount to only 24 per cent of his base pay. The $1,000 employee, whose base pay was only half as much as the base pay of the $2,000 employee, would then get 37/62 as much as the $2,000 employee. The lower the salary, the bigger the increase. This is of course as it should be, but when the amount of the yearly increase of the employee whose base pay is more than $2,500, is less than the amount of the yearly increase of the employees whose base pay is $2,500 a year or less, it is not as it should be. If an employee who does not have to know very much to fill his position receives nearly or just as much for his services as an employee who does have to know something to fill his position, what is the use of studying? What incentive is there for trying to learn anything?

JOHN ANSCHUTZ.
Washington, D. C.

Biting Sarcasm

Medical Officer: "Sorry! I must reject you on account of your teeth."

Would-be Recruit: "Man, ye're makin' a gran' mistake. I'm not wanting to bite the Germans; I'm wantin' to shoot 'em."

Staggering Cost of the World War

In a pamphlet entitled "Direct and Indirect Costs of the War," published by the Carnegie Endowment for International Peace, it is stated that the direct costs for countries actually involved in the war are $186,000,000,000 and the indirect costs $151,612,542,560.

The capitalized value of soldier human life, also given among the indirect costs, is placed at $33,531,276,280.

The report which was gathered by Ernest L. Bogart, professor of economics in the University of Illinois, in estimating the "capitalized value of human life," fixes the worth of the individual at figures ranging from $2,020 in Bulgaria, Turkey, Greece, Japan, Roumania, Serbia and several other countries, up to $4,720 for the United States, where the economic worth of the individual to the nation is placed at the highest.

The number of known dead is placed at 9,998,771, and the missing presumed to be dead at 2,991,800. To the losses from death and wounds there is added "those resulting from disease, pestilence, hardship, physical exhaustion and similar causes."

Child Labor Lessened under New Law

Child labor in this country has decreased more than 40 per cent since the child labor tax provision of the revenue act went into effect April 25 last, according to Internal Revenue officials.

This act levies a tax of 10 per cent on the net earnings of plants employing children under 14 years of age or between 14 and 16 for more than eight hours in the production of commodities entering interstate commerce.

The Keating child labor law, which was declared unconstitutional by the United States Supreme Court, made it prohibitory to employ children under these ages. The opponents of child labor had the present act passed, which does not prohibit but makes the employment of children more costly The new act has been declared unconstitutional by a North Carolina federal court and the case is now pending before the United States Supreme Court.

No Place like Home. Special Examiner: "Now, Mrs. Blank, will you please affix your signature to your deposition?"

Mrs. Blank: "Indeed, mister, you will have to write my name; I ben borned and raised in Pennsylvany and didn't get much edecation."

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Election of Officers by San Francisco Local

At the regular meeting of San Francisco Local No. 1, held November 4, 1919, the following members were elected officers of the union for the ensuing term:

President, W. J. Varnes, Deputy Shipping Commissioner

First Vice-president, J. F. Whelan, Army Headquarters, Western Department

Second Vice-president, Walter J. Cuthbertson, War Department, Fort Mason

Third Vice-president, Mrs. Olivia F. Ritter, Collector of Customs Office

Secretary, Alfred Berryessa, Naval Office, Custom House

Treasurer, L. W. Harless, Finance Department, War Department, Fort Mason.

Conductor, J. K. Johansen, Salvage Department, Presidio

Guard, A. J. Paulist, Quartermaster, Department, Fort Mason

Delegates to San Francisco Labor Council:

H. W. Frederich, U. S. Mint

Charles Franklin, Immigration Service

George Harris, Quartermaster Department

Mrs. Sadie E. Adams, Customs Service

L. C. Bonds, Appraiser's Department

P. W. Naughton, Quartermaster Department, Presidio

Charles F. Hutchinson, Appraiser's Department

EXECUTIVE COMMITTEE

Medical Department, Timothy Long

Packers, Quartermaster Department, W. B. French

Clerks, Quartermaster Department, G. E. Johnston

Motor Transport Corps, L. Odberg

Salvage Department, Quartermaster, Miss Frances House

Presidio, L. T. Curran

Letterman Hospital, John Hall

Army Headquarters, J. F. Whelan

Interstate Commerce Commission, John E. Boice.

U. S. Customs Service: Inspectors, Jos. Head; Guards, John Regan, W. Hamburg; Laborers, E. H. Pannell; Storekeepers, Don R. Jacks; Appraiser's, Chas. F. Lohner; Weighers, David Lawler; Clerks, F. W. Lynch; U. S. Weather Bureau, T. Francis Drake.

Immigration Service: Inspectors, P. J. Farrelly; Laborers, A. J. McGovern; Interpreters, Carlton Rickards; Mechanics, C. W. Lunny; Clerk, D. K. Watkins.

Custodian Service, P. T. Sullivan

Custodian Service, Postoffice, W. H. Crane

U. S. Mint, A. W. Marisch

Internal Revenue Service, W. F. Mullins

Steamboat Inspection Service, Thos. J. Young

Forest Service, Edward Dillon

Shipping Commissioner, W. J. Varnes

Benicia Arsenal, Geo. E. Thomas

Light House Service, Geo. D. Cobb

Quarantine Station, Morris Gumpert

Navy Pay Office, L. E. Bennett

Navy Department, Goat Island, J. McKenney.

Those present had the pleasure of listening to a few words from their esteemed brother and Past President Lieut. Commander F. H. Ainsworth, U. S. Navy, who just arrived from the Orient. The members were all glad to see him and enjoyed his instructive remarks, expressing their appreciation by a rising vote of thanks.

The Social Committee, composed of Mrs. L. V. Duncan, Mrs. M. Wallgren, Mrs. O. F. Ritter, Miss Ida Roschmann, Geo. J. Harris, Geo. W. Stanley, W. J. Cuthbertson, A. W. Marisch, H. G. Meanwell, and Al. Berryessa, are very busy arranging for a Grand Installation and Ball, to be given in the early part of December, for the benefit of the members and their friends.

Mere Pittances Paid Government Employees

It is shameful that federal employees, working for the richest government in the world, should be compelled to subsist upon a pittance that we hardly dare offer these days for the simplest sort of labor.

A general demand upon the part of all citizens, voiced in letters and telegrams to our legislative representatives at Washington, should have the required effect. Let us make such demand.—Editorial in *San Francisco Examiner.*

This is the time to keep a steady head. Don't rock the boat. We can spare fools, it is true, but not shipping.

The Pension Examiner As a Humorist

Received His Share. "William Smith is a sturdy old man, 63 years of age, and he never *lost* a day's illness in his life."

Presence Required. "I visited his home on the day their son William was born—the son of John and Mary. I don't think I saw Mary that day but she was there."

Red Hot. Commenting on the untidy appearance of a claimant's house, a special examiner recently reported that "nothing was in its proper place except the stove."

All Accounted For. "Clem Wilson, original affiant, had just died when I called; deponent Wyatt Moss was digging his grave; and deponent Tom Bradford was found at the home with his remains."

State Boundaries Affect Relationship. "I have no brothers but one sister. That one is in *this* State. Had two in *South Carolina,* but one is insane and the other may be dead as she is near ninety years old."

The Law of Descent. Examiner: "Did the soldier own this farm?" Witness: "Yes sah, boss." Examiner: "Did he leave a will, aunty?" Witness: "No sah, boss, special mah lawyer say he died detestated, and dat de fa'm belong to dese tree little infantries and me."—THE PENSION REVIEW, *Bureau of Pensions.*

The Retort Courteous

A rural editor having inserted the paragraph "Mrs. Blank is a very pretty woman, but she can't act," received the following reply from the lady's manager.

"Dear Sir: You have very beautiful red whiskers, but you can't edit a newspaper. Yours, John Doe."—*Life.*

Doubtful

An old negro woman standing by the grave of her husband shook her head and said mournfully: "Poor 'Rastus! I hope he's gone where I 'spec he ain't.—*Ladies' Home Journal.*

"Have you corns?" blandly asked the corn-plaster pedlar at the busy man's elbow. "Yes; I am supplied," answered the busy man without looking up.—*Boston Transcript.*

There was a man in our town,
And he was wondrous wise;
He swore it was his policy,
He would not advertise.
But one sad day he advertised,
And thereby hangs a tale:
The ad was set in quite small type
And headed, "Sheriff's Sale."

Worry is the interest we pay on borrowed trouble.

REPRESENTATIVES AND COLLECTORS WANTED BY FEDERAL EMPLOYEES UNION NO. 2

This Union is on the eve of a big membership campaign, which we shall be unable to conduct successfully unless the Union is properly represented in every office throughout the service.

Anyone willing to take up this work should apply in person or by letter to

VAN A. ZAHN,
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Teachers Need $1,812 a Year for Decent Living

A school teacher needs a salary of $1,812 a year to live decently, maintain interest and efficiency in her work, and provide for old age, is the conclusion of a committee appointed by the Massachusetts Teachers' Federation to study this question.

It was shown by figures that a teacher who had a salary of $500 a year in 1897 needed a salary of $1,325 a year in 1917, to secure an equivalent share of the things of life. Since 1917 the advance in the cost of living has soared to new heights, making the estimated $1,812 a conservative figure.

Remarkable Progress Made in Mothers' Pension Laws

Remarkable progress has been made in mothers' pension legislation, according to a bulletin issued by the United States Children's Bureau. The first legislation of this kind was passed by Missouri and Illinois. At the present time 39 States, Alaska and Hawaii have some public provision for mothers left with young children to support and in at least five of the remaining States this principle is being considered. This rapid spread of legislation in so brief a time is indicative, says the bulletin, of the widespread and deep rooted conviction that no child should be deprived of home life and a mother's care because of poverty alone.

Some States provide pensions only for widowed mothers; others include women who have been divorced or who may have been deserted by their husbands; or those whose husbands are in prison, in state asylums or who are otherwise incapacitated. In three States expectant mothers are included and in a number of instances the mothers of children born out of wedlock come within the scope of the law.

All the efforts of antagonists against the cause of labor simply arouse greater interest among the wage workers, who are realizing more clearly every day that their only hope for protection against injustice now, and for their liberty in the future, lies in their more thorough organization.

Don't wonder why there are not more union-made goods on the market if you are one of those who purchase the other kind.

AIM OF I. V. N. S.
100 PER CENT NURSING CARE FOR WASHINGTON

WHAT THE I. V. N. S. DOES FOR THE CITY—

Helps to prevent and control epidemics by teaching the simple rules of health and giving prompt care to the sick.

Prevents poverty. Seventy-five per cent of those applying for financial aid are forced to do so because of illness.

Prevents industrial loss by keeping workers well and at work.

Prevents overcrowding of hospitals by providing care in homes.

WHY WE NEED MORE I. V. N. S. NURSES—

There should be one nurse to every 2,000 population. The population of Washington is 401,000. We have 16 nurses. Other cities do better. Providence, with 260,000 population, has 42 nurses.

Public health nursing service much reach all the people.

One neglected district, one neglected family, may be a source of danger to the whole city.

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$5.50 pays for the care of one newly-born baby and its mother.
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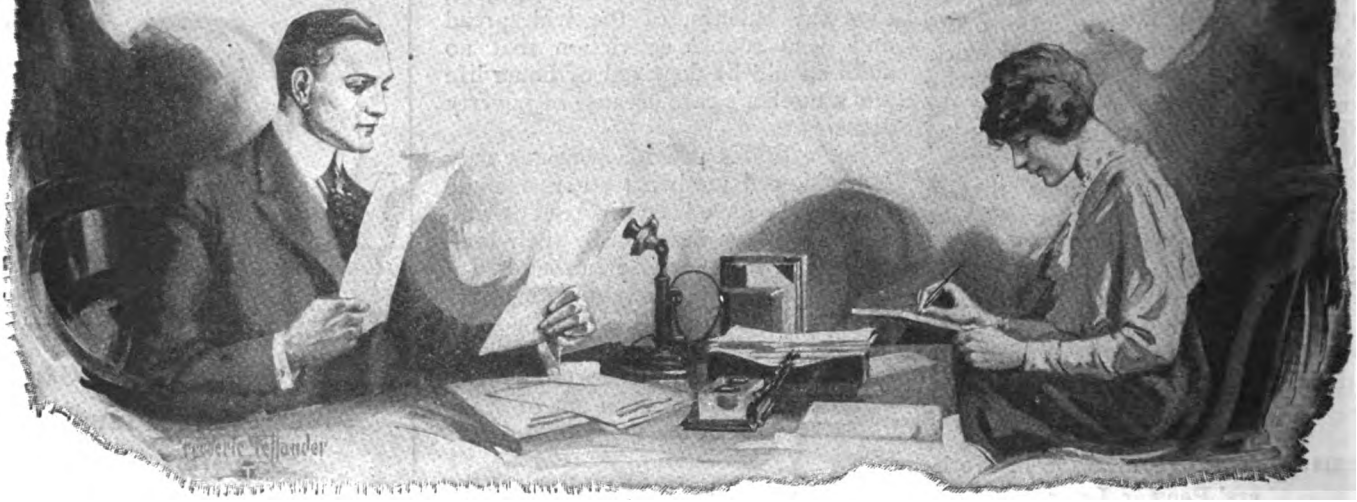
This Executive Rose From A Clerkship



Five years ago he was a subordinate, far "down the line." Today he is dictating policies in a great corporation.

Some of his former mates (still in their old jobs) say it was luck—others talk of favoritism—but the records of LaSalle Extension University show that it was **training** which put this man into an officership with his company.

He saw, just as every clear-headed fellow must see, that there are not enough men with the expert knowledge required to hold high salaried positions. He saw that **training** was all he needed to pass from the high stool in the outer office to the big mahogany desk in the private room. He realized that men who are "held down" are the ones who do not make themselves worth more.

He Signed and Mailed a LaSalle Coupon

What gave this man his start was the sending of a coupon like the one at the bottom of this page. That brought him complete information about the LaSalle plan of training under experts during spare time—a plan which organized and simplified for him the knowledge and experience of hundreds of the country's best business authorities. Along with this information came evidence—copies of hundreds of letters—from men who too were formerly in subordinate positions but who had been pushed up thru LaSalle training.

Promotion follows LaSalle specialized training as naturally as night follows day. The big jobs are given only to men who **know**. The day is past when Business will take chances on any but a trained man when responsibility must be shouldered.

This Training for Every Ambitious Man

The LaSalle experts have already helped more than 160,000 ambitious men to get the specialized knowledge which commands the high salaries. Every year more than 30,000 new members enroll. And yet "Big Business" is constantly complaining of the scarcity of men qualified for executive positions. There will always be a big job for the man who is proficient as a Business Manager, Expert Accountant, Auditor, Comptroller, Bank Expert, Cost Accountant, Sales Manager, Traffic Manager, Correspondence Supervisor or Business Lawyer.

LaSalle gives every man the chance to train for advancement. It enrolls young fellows just beginning their careers; it gives the man already started a new impetus; and it also has as members old, seasoned executives who realize that they too can learn more from its staff of over 300 business experts.

What the LaSalle Extension Method Means

By the LaSalle method you can get, in your leisure time at home, the benefit of the combined experience of noted business authorities in the kind of work for which you wish to qualify.

Every problem, lecture, lesson text and special article you receive is based upon the actual experience of men pre-eminent in that particular subject. The LaSalle aim is to develop practical men for jobs which are usually at least ten years ahead of those who depend on their daily experience alone to win promotion. No man need now accept step-by-step advancement. Instead of waiting for the line to move up, he can pass the intermediate stages to the job at the front—if he will but apply himself to the plan of training we have worked out.

Records Made by LaSalle Trained Men

What LaSalle training has done for men is best told by the men themselves in letters which come daily to the institution. "My salary raised 600%"; "My investment in LaSalle training is paying me 2500% a year"; "Am now one of the officials of the company"; "Have been advanced five positions" are fair examples of these reports.

Almost every great corporation now has LaSalle trained men in its organization. The Pennsylvania R.R. has employed over 2,100 Standard Oil Co. nearly 400; the U. S. Steel Corporations 309; Armour & Co. 364; while many others equally prominent have from 50 to 100 or more occupying positions of responsibility.

Which Course Interests You?

The coupon shows the various divisions of business in which the opportunities are greatest. Select the one to which your tastes are most inclined. Learn how you can train at home in every detail of the work and qualify for a position of responsibility and good pay. The LaSalle plan will not interfere with your present position.

Simply send the coupon marked to indicate the course which particularly interests you and you will receive full information about the training, the small fee and our easy terms. And we will also send free our famous book, "Ten Years' Promotion in One," a book that has been an inspiration to more than 100,000 ambitious men. Send for your copy now. Which course shall we tell you about?

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☐ BANKING AND FINANCE: Training for executive positions in Banks and Financial Institutions, Tellers, Cashiers, Trust Officers, Financial Managers, etc.

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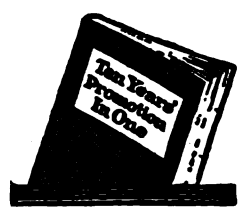

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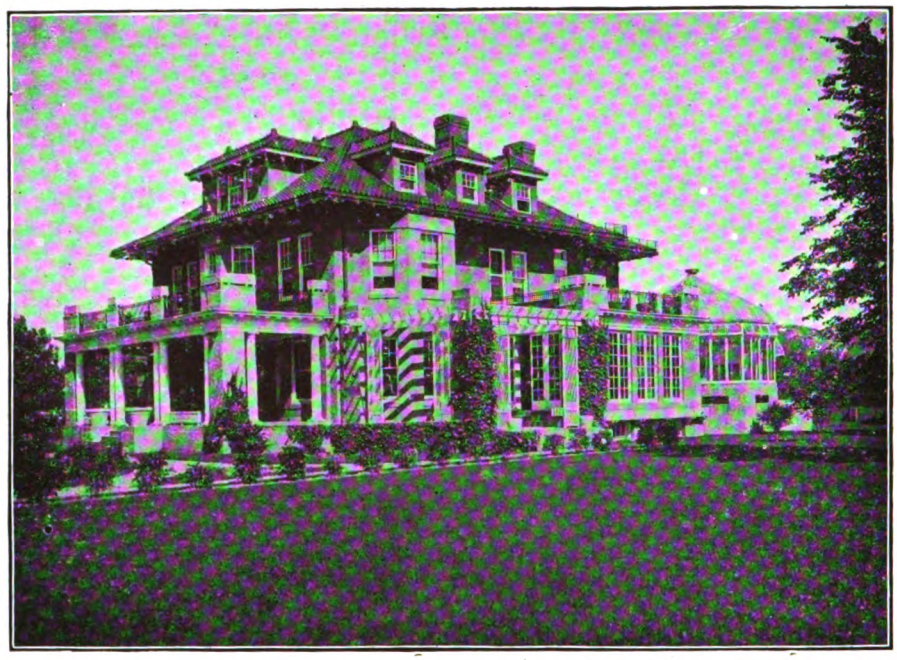

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will inaugurate a National Political Page to continue weekly until next year's Presidential Election. Trained and impartial correspondents in each of the forty-eight states will report progress of the Presidential, Congressional and State Campaigns.

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N. O. MESSENGER, **The Star's** nationally-known political writer, will travel almost continually the coming year, visiting and studying conditions at the centers of greatest political interest. His weekly analysis will be a big and vital feature of the political page.

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—If in doubt, buy a merchandise certificate.
—Tissue paper, ribbons, and fancy boxes should be secured early.
—BE SURE your address is taken correctly.
—Keep to the right.
—Cash your Christmas Savings Fund cheques here.
—Mail your packages before December Fifth.
—Buy Red Cross Stamps.
—Read our daily announcements.

The FEDERAL EMPLOYEE

A Magazine for Government Workers

VOLUME IV DECEMBER 13, 1919 No. 27

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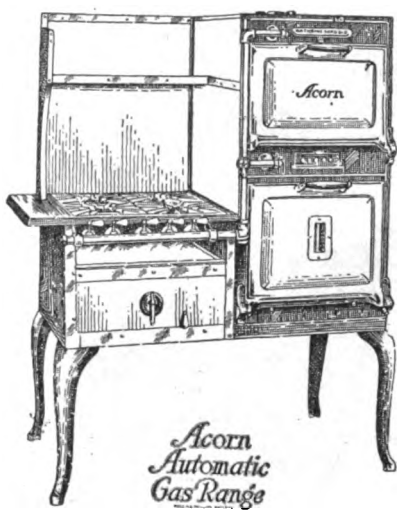

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THE
FEDERAL EMPLOYEE

Vol. IV DECEMBER 13, 1919 No. 27

Our Relations with A. F. of L.

A Statement by President Steward

THE large amount of misinformation that has been spread about the country concerning the steel strike, the coal strike, and the alleged powers and purposes of the American Federation of Labor, to which the NATIONAL FEDERATION OF FEDERAL EMPLOYEES is affiliated, suggests the desirability of restating the position of our organization and its relations to the American Federation of Labor.

At the outset, it is pertinent to call attention to the fact that the daily papers, generally speaking, have given a biased, unfair, and in many instances hostile, picture of both the coal strike and the steel strike. They have given the operators' side of the case rather than that of the strikers.

We suggest that our members read the labor papers and such periodicals as the *New Republic* and *The Survey*.

WHERE WE STAND IN THE LABOR MOVEMENT

We are a part of the organized labor movement, and have been from the very beginning of our organization; that is to say, we are a part of the A. F. of L. and always have been.

The first local of our existing Federation, Federal Employees Union No. 1, of San Francisco, was chartered directly by the A. F. of L. when the local was organized, in 1913, before we had a national organization. Federal Employees Union No. 2, of Washington, was likewise chartered directly by the A. F. of L. when that union was organized. Each and all of the sixty-four other locals formed up to the time our National organization was established were chartered by the A. F. of L. in the same manner. Consequently, the NATIONAL FEDERATION OF FEDERAL EMPLOYEES when it was formed, in September, 1917, was organized under the A. F. of L. as a matter of course, taking over under one national charter the affiliation previously established by each of the locals. Therefore all of the 148 locals now holding charters from the NATIONAL FEDERATION OF FEDERAL EMPLOYEES are automatically affiliated to the A. F. of L. through our national charter from the parent body.

Our locals are also affiliated to the A. F. of L. through the city central labor bodies and the state federations of labor to which they are severally affiliated.

Thus our membership has a triple affiliation to the A. F. of L.: (1) through the national charter of the N. F. F. E.; (2) through the city central labor bodies; and (3) through the state federations of labor.

These relationships, as already stated, have existed from the very beginning of our organization and lie at its very foundations. They exist for reasons which may be reviewed as follows:

Why Is the National Federation of Federal Employees affiliated with the American Federation of Labor?

(1) Because federal employees, as wage earners, have interests in common with all other wage earners, and the A. F. of L. is the big central American organization of wage earners. The purposes of the A. F. of L. are stated in its constitution (Art. 2, Sec. 4), as follows:

"An American federation of all national and international trade unions to aid and assist each other: to aid and encourage the sale of union-label goods, and to secure legislation in the interest of the working people and influence public opinion by peaceful and legal methods in favor of organized labor."

(2) Because the federation of national organizations into one great movement gives strength to their common cause, just as the federation of our own local unions into a national organization gives strength to the cause of the locals, and just as the union of individuals gives strength to the cause of the individuals.

In other words, we organize for collective effort to further the purposes of our organization. The larger the numbers on our side, the greater our accomplishment.

(3) Because we not only need the support of our fellow workers to win our cause but we owe them our support in return. The NATIONAL FEDERATION OF FEDERAL EMPLOYEES is a trade union and the obligations of trade unions are mutual. They stand for brotherhood.

What Has the National Federation of Federal Employees Gained by Its Affiliation With the American Federation of Labor?

(1) It was the A. F. of L. that at the beginning of our organization's history defeated the Borland amendment the first time it was introduced in Congress. Later the A. F. of L., under the leadership of President Gompers, was largely instrumental in

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bringing about the veto by President Wilson of the Legislative bill because it contained the Borland amendment.

(2) It was the membership of the A. F. of L. through its affiliated body, the Central Labor Union of Kansas City, that cast the votes which defeated Representative Borland in the primaries in his district in 1918, and prevented his return to Congress. This happened because we were affiliated to the A. F. of L.

(3) It was the membership of the A. F. of L. through its Central Labor Unions in every state that asked Congress, at our request, to grant the war bonus, first of $120 per year, and then of $240 per year, which 200,000 federal employees are now receiving. Those central labor unions, representing millions of votes throughout the country, helped us because we were affiliated to the A. F. of L.

Is the National Federation of Federal Employees in Any Way Controlled by the American Federation of Labor?

No. The N. F. F. E. is completely self-governing as are all other organizations affiliated with the A. F. of L. As stated in the constitution of the A. F. of L. (Art. 2, Sec. 2), national and international trade unions chartered by the A. F. of L. are "based upon a strict recognition of the autonomy of each trade."

Can Members of the National Federation of Federal Employees Be Called Out On Strike?

No. Not under any circumstances. The constitution of the N. F. F. E. contains the following clause (Art. 2, Sec. 2):

"*Provided,* That under no circumstances shall this Federation engage in or support strikes against the United States Government."

The A. F. of L. has no power to call a strike of any organization whatsoever, and no striking organization has power to call out the members of any other organization.

Can Dues Paid by the National Federation of Federal Employees to the A. F. of L. Be Used in Support of Strikes?

Answer to this question has been specifically requested by President JOHN S. BEACH, of Local No. 2, under date of November 20, in the following letter:

"Mr. Luther C. Steward,
President, N. F. F. E.,
Washington, D. C.

"Dear Brother Steward:

"Many members of Federal Employees Union No. 2 have recently asked us to make a statement in reference to our affiliation with the American Federation of Labor. They desire particularly to know whether or not any portion of the dues paid by them reaches the American Federation of Labor, and if so, whether the same or any part thereof, is used for the purpose of supporting strikes. The demands for a clear statement on this question have been numerous and frequent since the recent steel and coal strikes, and have come to us from individuals and also through the medium of petitions or collective requests.

"In all cases I have responded that this is a matter which concerns all members and all Unions affiliated with the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, and that a public statement on this question should come first from the National Federation.

"May I not therefore suggest that you, as president of the National Federation, outline the exact nature of our affiliation with the American Federation of Labor, laying particular emphasis upon the question of what portion, if any, of the dues paid by individual members is used in support of strikes? And I further suggest that this letter and your reply thereto be published in the next issue of the weekly FEDERAL EMPLOYEE.

Fraternally yours,
(Signed) JNO. S. BEACH,
President."

The answer to the above letter is:

(1) The N. F. F. E. pays to the A. F. of L. one cent per member per month upon the full paid-up membership, as required by the constitution of the A. F. of L. (Art. 10, Sec. 1). The sum so paid is used by the A. F. of L. for defraying its ordinary expenses of maintaining its central organization.

(2) Not one cent of the dues paid by the N. F. F. E. to the A. F. of L. is or can be used for the support of strikes.

TO SUMMARIZE: It should be clear to our members that we are a self-governing body, responding to no influence or authority except by our own consent.

It should be clear also that the last thing we want to lose is our affiliation with our fellow-workers by means of our charter from the A. F. of L.

"Wear a Button Campaign" in New York City

"The delegates from New York to the National Convention" writes Miss Elizabeth Aldrich, one of the number, and a moving spirit in the big Gotham union, "returned to their homes filled with enthusiasm for the F. E. U., imbued with a fresh spirit, and heartened for the winter work by contact with so many bright minds and willing workers from all over this great country. They have tried to bring back with them some of the breezy spirit of the Far West, and capture a little of the push and vim which they saw so abundantly illustrated out there.

"Local Four is therefore planning a membership drive to be known as the WEAR A BUTTON CAMPAIGN. This campaign is in charge of John Fitzgerald, president of Local No. 4, Miss Aldrich, chairman of the Membership Committee, and John J. Viele, president of Branch B; Thos. J. Ryan and Theodore H. Saal, as well as Vice-president Junker, are all very active in the matter.

"All the delegates to the San Francisco Convention are interested and all are pushing and working to the fullest extent.

"After consultation and a careful survey of the field, New York has made up its mind that the ground in this vicinity has been only scratched, and to inaugurate an educational and advertising campaign, the sending out of literature, the holding of special mass meetings is the program, all with the object of letting every government worker know that there is a live, progressive, nonstrike union at hand which he can not afford to stay out of."

Staggering Cost of the World War

In a pamphlet entitled "Direct and Indirect Costs of the War," published by the Carnegie Endowment for International Peace, it is stated that the direct costs for countries actually involved in the war are $186,000,000,000 and the indirect costs $151,612,542,560.

The capitalized value of soldier human life, also given among the indirect costs, is placed at $33,531,276,280.

The report which was gathered by Ernest L. Bogart, professor of economics in the University of Illinois, in estimating the "capitalized value of human life," fixes the worth of the individual at figures ranging from $2,020 in Bulgaria, Turkey, Greece, Japan, Roumania, Serbia and several other countries, up to $4,720 for the United States, where the economic worth of the individual to the nation is placed at the highest.

The number of known dead is placed at 9,998,771, and the missing presumed to be dead at 2,991,800. To the losses from death and wounds there is added "those resulting from disease, pestilence, hardship, physical exhaustion and similar causes."

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More About the Convention

The civil service status of various employees—laborers, Internal Revenue Service employees, and Army Transport Guards—discussed at some length. Allowance to members of Executive Council and salaries of National Officers fixed. Other business also transacted.

(Continued from our last issue)

STATUS OF PER DIEM EXTRA NUMBER LABORERS

CHAIRMAN VIELE submitted with a favorable recommendation the resolution (No. 91) which appears below, introduced by himself:

WHEREAS, There are now in the Surveyor's Department, Port of New York, a number of employees known as per diem extra number laborers, and

WHEREAS, These per diem extra number laborers have not the civil service status which would give them the right to per annum sick leave and per annum vacations as well as employment on Sundays and holidays, and

WHEREAS, These per diem extra number laborers are performing similar duty to that performed by the men now known as per annum laborers, and

WHEREAS, These per diem extra number laborers did remain in the government service during the war at a considerable sacrifice to themselves and their families because of receiving a great deal less compensation than could have been received from outside industrial institutions, therefore be it

RESOLVED, That the Convention recommend to the Executive Council that favorable action be taken to have these per diem extra number laborers given a per annum civil service status, and that the Surveyor, Collector, and Civil Service Commission be urged to issue an Executive Order granting the above request.

Delegate FITZGERALD (New York City, No. 4): "I rise to amend that resolution by striking out the words 'surveyors' laborers.' It seems to me that we are discriminating somewhat between the classes of laborers at the Port of New York. I notice that a resolution came before this body yesterday which was similar, asking for classification for the Army Transport Service Guards. For some unaccountable reason the Convention saw fit to disapprove that resolution, and it seems to me that similar resolutions are being passed today without question. I cannot understand just why that action is taken. I have no objections, however, to the passage of this resolution, and I regret that I was not present yesterday when the resolution relative to the Army Transport Service Guards was under discussion. It seems to me to be somewhat unfair to specify what class of laborers shall be classified and to leave another class of laborers who are in a similar position without that classification. We have, for instance, in the Appraiser's Stores at the Port of New York laborers who are in exactly the same category as the surveyors' and the weighers' laborers. Now, if this resolution passes, it would mean that the surveyors' laborers and the weighers' laborers would get this civil service status and that the Appraiser's laborers in the Port of New York would be left out in the cold. So I move to amend the resolution by striking out the words 'surveyors' laborers,' and that this resolution be made applicable to all the laborers in that particular category at the Port of New York."

Delegate ETHERIDGE (Chilocco, No. 46): "Brother FITZGERALD has stated that he cannot understand why we did not pass the resolution on the Army Transport Service. Now, this is the situation, as I understand it, and I don't know whether we are going to get all 'tied up.' I think we ought to be very careful. Everybody wants to see these people classified if this can be done properly and in accordance with civil service rules; but as I understand it, this situation has arisen on account of the Naval Reservists who came in, and whom we have been attempting to prevent being classified without taking the open civil service examination. At the time the Army Transport Service question was raised that point also was raised, and the fact was pointed out that it would be inconsistent in us to pass that resolution while we attempted to prevent the Naval Reservists being blanketed, and very justifiably, I think. I believe, with Brother FITZGERALD, that we have passed one or two resolutions which are inconsistent. I have not at the present time any suggestion to make. There are many persons here who have good ideas on that point. I think we ought to try to get these matters consistent."

Delegate ALDRICH (New York City, No. 4): "I believe the cause of the Naval Reservists is quite a different cause. They were enlisted in United States service; they were service people, and in that way they have been given special opportunities for their cause by an act of Congress, whereas these laborers are people who do not receive any special consideration whatever. The Government does not care anything about the laborers, but we in the Navy Department know that heads of the departments seem to be exceedingly fond of our Naval Reservists. (Laughter.) This is an entirely different point on which we are trying to work here—merely to help along these men, and it is absolutely pitiful, I must say, to see these laborers with whom we have to deal in our local and to hear the appeals which they have made to us. I personally was appealed to when I was leaving New York to try to 'put something across' for the laborers. Congress has taken separate action, and I therefore think that it is a separate and distinct issue, and we will not tie ourselves up or tie our hands so far as the Naval Reservists are concerned."

Delegate NAGL (Chicago, No. 27): "I have on my payroll about forty-six temporary appointees. I have allowed them vacations with pay and have so reported on my monthly report. The Civil Service Commission has not disputed my right to give them vacations, and they have all received their vacations, the same as regular appointees. If I was wrong they should have notified me, but they have not, and I think we should place the matter with the heads of the departments."

Delegate WEMPE (Balboa, No. 6): "I believe we all appreciate the merits contained in the resolution of yesterday and this one, but we have certain civil service regulations, as Delegate ETHERIDGE has stated. As I understand, this Convention must insist upon the basic civil service regulations and make them tighter if possible, especially now in order to keep politics out of the service. We can accomplish what these resolutions are aiming at by leaving out the reference to the method by which we aim to get the resolution through, and not place ourselves on record as endorsing directly any proposition to make exceptions to the civil service regulations. I believe this resolution as worded should be amended by re-referring to the committee, and by ending the last resolve after the words 'civil service status.' In so doing we are not placing ourselves on record as wishing to make any modification in the regulations."

Delegate ETHERIDGE (Chilocco, No.

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46): "It is my opinion that if we take the action suggested by Delegate WEMPE it would be merely 'whipping the devil around the stump.' We are merely saying that we want this thing done and leaving off the prescription of method by which it is to be done, which method must be followed in any event. Now, Mr. RYAN here makes a suggestion which seems to me to reach the point exactly, and that is that, in the first place, we can make a distinction between those people who are to be classified into the civil service on an educational requirement, and those whom we ask to have classified into the civil service on a noneducational requirement. The Naval Reservists are to be admitted to the civil service, if at all, on educational requirement, as I understand. Is that correct? I ask for information. The other persons whom we have been considering are to be admitted on purely physical examination. I believe that is a legitimate statement, and I think this resolution should pass. After this resolution passes I am going to ask the privilege, as a person who voted in favor of rejecting the resolution as to the Army Transport Service Guards, for reconsideration of that resolution, in order that we may make what seems to me to be the best distinction between educational qualifications and physical qualifications for admission to the service."

Delegate VIELE (New York City, No. 4): "You have just passed a resolution which, if successful, will automatically give reclassification to these laborers. They are really under the jurisdiction of the Collector of the Port, and will be taken up if the others are, and this resolution is not intended to cover that matter specifically. The only reason for introducing this resolution as it stands is that the resolution had been presented to the New York Local and action was not obtained by us, and the committee thought it best merely to follow the action of the New York Local in their request and in their own action at home. The meat of the cocoanut in this resolution is really the sick leave and the annual vacations, which these men do not enjoy, and which they might have and ought to have, the same as the classified men with whom they are working; and I think you can safely leave it to our Executive Council when they consider these resolutions, to take the appropriate action on the two resolutions together, so that we obtain the results desired, which I think every one of you believes are due to these men who are merely unfortunate in not being classified and in working side by side with men who are classified and obtain greater privileges. Annual and sick leave can be just as well granted them as not, but it has not been and I believe it ought to be."

Delegate FITZGERALD (New York City, No. 4): "The point raised is that there is a resolution here which specifically deals with a certain class of laborers. Now, we do not question the ability of the Executive Council to properly present these matters, but we do question the advisability of voting on a resolution inasmuch as it specifically points out the class of laborers to get this action, which are surveyors' laborers and weighers' laborers. We have in the Port of New York appraisers' laborers, and we have gone by the case of the Army Transport Service Guards, so consequently if you want to get consistency and if you don't wish your judgment to be criticized, I feel you should cover the entire class of labor, rather than separate it, by granting classification to one class of laborers and denying the support of this Convention to the other class of laborers.

"I move, Brother Chairman, that we amend the resolution by striking out the word 'surveyors', and have this resolution become applicable to all laborers in the Custom Service at the Port of New York."

THE PRESIDENT: "Would the expression 'extra number laborers' apply then to all laborers whom it is desired to cover in this resolution?"

Delegate FITZGERALD: "All laborers."

THE PRESIDENT: "Then the Chair is constrained to suggest that an attempt to amend along such general terms will not make the resolution read so that it will be clear, and the Chair would suggest, if a structural amendment of that sort is desired, that the Convention refer it to the committee to redraft the resolution." So ordered.

Delegate ETHERIDGE (Chilocco, No. 46) then moved to reconsider the vote by which the resolution (No. 108) relative to the Army Transport Guards was adopted. In this connection he said:

"The resolution gave me the impression yesterday—and I believe to the majority of the delegates—that the educational test is required in order to admit these people to the Civil Service. If that is the case they will be on a par with the Naval Reservists, and I think we appropriately took similar action, but Mr. RYAN advises me this morning that no educational test is required, a condition which would place them in the class with the laborers we have already passed on."

THE PRESIDENT: "It would seem to the Chair in that event that the phrasing of the resolve needs amendation in order clearly to cover their status. It would seem that there is no use in the Convention asking that they be given a classified civil service status without regard to any educational or competitive test when under no circumstances would either an educational or competitive test be required of them or similar employees."

Delegate FITZGERALD (New York City, No. 4): "As the introducer of that resolution I am perfectly willing to strike out the word 'educational'; in fact, I believe I have erred in putting the word 'educational' there. At the time the resolution was drafted I was under the impression that the Army Transport Service Guards were required to take the third-grade or subclerical examination, which is an educational test. I have learned since, however, that these Army Transport Service Guards have already passed the examination required by the War Department at the time of entrance, of coming into the service. As I understand it, they are now looked upon as temporary employees. If the examination taken by these Army Transport Guards, which was a non-educational examination, is concurrent, and if we require classification, their positions will be secure and they will derive all benefits that accrue to civil service employees."

On motion the Convention then reconsidered its action rejecting *Resolution No.* 108 (which appears on page 713). This resolution was amended in the last *Resolve* by striking out the words "educational or," so that the close of that *Resolve* should read, "without regard to any competitive test that may be required."

Resolution No. 91 (see page 711) was adopted after being amended as follows: In the first *Whereas,* for the words "in the Surveyor's Department," substitute "in the various departments;" in the last *Resolve,* for the word "issue" substitute the word "secure."

INTERNAL REVENUE EMPLOYEES AND ARMY TRANSPORT GUARDS

Chairman HINES, of the Committee on Reorganization and Adjustment, reported adversely on two resolutions, which read as follows:

Resolution No. 105 (introduced by Delegate FITZGERALD, New York City, No. 4):

"WHEREAS, A large number of employees in the Department of Internal Revenue are without a classified civil service status, and

"WHEREAS, These employees passed the entrance examination as required during the period of the war, which satisfied both the civil service and government officials as to their fitness, and

"WHEREAS, These employees effi-

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ciently performed the service to which they were assigned and remained in the government employ at considerable less compensation than was then obtainable in commercial pursuits, and

"WHEREAS, The experience gained by these employees has made them particularly competent in their positions; therefore be it

"RESOLVED, By the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, in Convention assembled that the Executive Council take up this matter with the proper officials and urge that these employees be given a classified civil service status without competitive examination."

Resolution No. 108 (introduced by Delegate FITZGERALD):

"WHEREAS, A number of employees at the Port of New York known as and performing the duties of Army Transport Guards in and around the Port of New York are at the present time without a classified civil service status, and

"WHEREAS, These Army Transport Service Guards have during the period of the war rendered valuable and efficient service to their Government at considerable less compensation than could have been obtained from outside concerns, and

"WHEREAS, Many of these men may not be fitted to take any educational test that may be required for this position but are nevertheless highly trained and have proven themselves competent and courageous officials, therefore be it

"RESOLVED, By the NATIONAL FEDERATION OF FEDERAL EMPLOYEES in Convention assembled, that the Executive Council take up this matter at once with the proper officials and request that these Army Transport Guards be given a classified civil service status without regard to any educational or competitive test that may be required."

The PRESIDENT: "The Chair wishes to state in reference to the second resolution, that the matter was the subject of correspondence between Local No. 4 and the National Office. The chief of the Army Transport Service has stated that, as the Army Transport Guards were temporary employees, and it was understood that the character of their work was temporary, they would be discontinued in the near future. and that the War Department would be unalterably opposed to recommending their classification. I am merely letting the delegates know of the attitude of the War Department, as that there would be that additional obstacle to go up against in attempting to carry out the purpose of the resolution."

Delegate BROWN (Vallejo, No. 76): "If these resolutions prevail, would it act as a precedent in the matter of retaining in the service without examination men who were taken on when the order came out?"

The PRESIDENT: "In the opinion of the Chair the passage of a resolution by this Convention instructing the Executive Council to secure classification without examination of temporary employees might consistently be applied to the similar situation as to the naval reservists, who during the present fiscal year have occupied temporary positions by Act of Congress."

Delegate BROWN: "In the navy yard we have a large number who have been retained for a year pending examination. Some of them I am sure could not qualify and won't attempt to take the examination. Now, if they are retained in the service I know we shall have some who are unfitted for the work. They are there drawing salaries, and so far as the department knows, they are delivering the goods. We who happen to be supervising know that they are not delivering. I feel sorry for those who are in the service and who have not sufficient education to take the examination, but it is going to reflect, you see, upon the regular classified employees."

Delegate RYAN (New York City, No. 4): "It is my judgment that the two propositions involved in these two resolutions could be handled separately. As to the Internal Revenue proposition I understand that men in that service did take a sort of civil service examination, which was a war-time examination and probably not just as strict a one as usual, but a civil service examination. In the other case you are dealing with Army Transport Guards, who are merely watchmen and require no educational qualifications."

Delegate WEMPE (Balboa Heights, No. 6): "I believe, so far as action by the National is concerned, that if we did not approve the recommendation of the committee in this case we should be contradicting our general stand on the civil service proposition. We must keep the civil service on some kind of sound foundation, especially on the entrance proposition. If we are going to let loose in any way we shall soon have the old political system back again which it took the federal employees and the people of the country forty years to get away from. Let us not forget that we are working on foundations."

Delegate NAGL (Chicago, No. 27): "In regard to the statement made I want to state the Internal Revenue Commissioner has established a board of efficiency. We have in Chicago about 900 employees in the Internal Revenue. The receipts amount to about $800,000 a year. They have changed more than 400 employees in the last month by this acting efficiency commission, and it has, I think, put that on a good sound basis now. There is no question about it, the politicians and inefficient men have been dispensed with, and I think we ought to get the employees into our organization and we should give them some assurance that they can take their examination afterward. They are willing to come in, but they don't want to come in unless assured that they will be given an examination."

Delegate SIBRAY (Pittsburgh, No. 66): "As a representative of the Civil Service Commission I desire to say that I think it would be fatal if we failed to approve the recommendation of the committee. All over the country Internal Revenue Service positions from time to time are given to people on political recommendations."

Delegate DAVIE (Bremerton, No. 93) advocated adopting the committee's recommendation, as otherwise he feared the Navy Department would treat the case as a precedent for blanketing into the Civil Service hundreds of yeomen (F.) who are still retained in such service as "temporaries."

On motion of Vice-president JUNKER, seconded by Delegate WIEGAND (Baltimore, No. 21) the Convention then adopted a substitute for the report of the committee to the effect that as to the employees of the Internal Revenue Service who have already passed the regular Civil Service examination the Executive Council be instructed to take such steps as may insure their reinstatement on the eligible list.

PER DIEM FOR MEMBERS OF EXECUTIVE COUNCIL

Delegate GENTRY (Pawhuska, No. 48), seconded by Delegates BLADES, (El Paso, No. 39) and ALDRICH (New York City, No. 4), moved that the per diem allowance for members of the Executive Council, in lieu of subsistence, be fixed at eight dollars a day instead of six dollars, as heretofore.

Delegate COUCH (Brownsville, No. 35), seconded by Delegates VACHER (Los Angeles, No. 62) and CRAMER (Kansas City, No. 29), moved to substitute seven dollars for eight dollars.

Delegate CRAMER (Kansas City, No. 29): "May I ask one or two of the members of the Executive Council to tell us if they have found the $6 per diem enough to meet their expenses?"

Delegate KINSELL (Philadelphia, No. 23): "To be perfectly frank on this proposition, I do not believe that $6 per day is sufficient, as a matter of per diem allowance, for subsistence and so forth, all things considered;

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but as a matter of expediency and economy—for many reasons—I don't feel that the per diem allowance should be increased beyond that sum at this time."

Delegate ETHERIDGE: "I feel rather responsible on that point, because I was instrumental in reducing it in the Executive Council, and that meant I was the subject of considerable criticism. There were some who felt that $6 per diem was not enough and genuinely felt we ought to have it fixed at $7 per diem. Personally I can generally get along on $6 per diem; sometimes it takes a little more, but the Executive Council also receive remuneration for salary loss, and I consider that the Executive Council ought not to go into this matter in any way as a paying proposition. It is a little different with the President and the Secretary-Treasurer. They give all of their time to their duties and are entitled to good compensation for the very good service which ought to be required of them. The Executive Council meets but occasionally and is supposed to be a disinterested body, and if we have too much money I am afraid it will not be a good thing. Too much ought not to be paid in an organization of this kind, in which there is always too much temptation to emphasize the sectional and the departmental and the geographical, without sufficient regard to the interests of the organization as a whole."

Delegate ALDRICH (New York City, No. 4): "I have had a good deal of experience in traveling myself, and I must say that I think $6 per day is absolutely insufficient for the present high rate of everything. For myself I would think $8 a day a very reasonable allowance, but an adequate allowance."

THE PRESIDENT: "The Chair might state, in this connection, that he cast the deciding vote in the Council reducing the per diem to $6, and in that connection I might say that usually it is possible to travel on $6 a day; but there are times when it is not. When one makes special trips for special purposes and does not make hotel reservations in advance and has to take what he can get, sometimes the expense runs up to $8, $9, or $10. If one travels these days on any fixed allowance, unless it is a princely one, he finds himself going 'in the hole' as a rule. The Council considered in fixing the per diem, that not only were they not adequately providing for expenses, but they expected in almost every instance the allowance would prove insufficient."

Delegate CRAMER: "If a member of the Executive Council has unexpected and proper expenditures is it possible for him or her to be reimbursed for such expenditure, if an itemized account is submitted to the Executive Council?"

THE PRESIDENT: "The per diem fixed in the minutes of the June meeting of the Council was $6. A motion was adopted which provides that any expenses incurred in excess of the regular $6 per diem allowance for subsistence be submitted, together with a full explanation of the circumstances under which the expenses were incurred; that the organizers be reimbursed for such expenses, if in the judgment of the President they are just in view of the circumstances under which they were incurred. That is the substance of what appears in the minutes of the Executive Council for June."

Delegate GENTRY (Pawhuska, No. 48): "I move that the sum of $8 per day be fixed as the per diem compensation in lieu of the $6 per day at present allowed to the members of the Executive Council."

Seconded by Delegates BLADES (El Paso, No. 39) and ALDRICH (New York City, No. 4).

Delegate COUCH (Brownsville, No. 35): "I offer a substitute for this motion that the allowance be $7 a day instead of $8."

Seconded by Delegates VACHER (Los Angeles, No. 62) and CRAMER (Kansas City, No. 29).

Delegate BLADES: "It seems to me that $8 is a very small figure, but our brother here is going on record as cutting it down a dollar. I believe in the original motion, $8."

The substitute, fixing the per diem at $7, was adopted—Yeas, 34; Nays, 17.

Delegate FLEMING (Tacoma, No. 9): "I would like to be recorded as voting against that motion."

THE PRESIDENT: "I do not get the purpose of the intention of the delegates who have risen; how do they wish to be recorded as voting?"

Delegate FLEMING: "As voting against the substitute lowering the per diem from $8 to $7."

THE PRESIDENT: "Delegates FLEMING (Tacoma, No. 9), TAYLOR (Washington, No. 71), DAVIE, (Bremerton, No. 93), SAAL (New York City, No. 4), VALE (Galveston, No. 33), HINES (Leavenworth, No. 49), WEMPE (Balboa Heights, No. 6), FITZGERALD (New York City, No. 4), DANNELLEY (Laredo, No. 36), GENTRY (Pawhuska, No. 48), FISHER (Tucson, No. 81), and GRADY (Portland, No. 7) wish to be recorded as opposed to the per diem being $7."

Delegate FLEMING: "It is not my desire to show that I am opposed to $7; we are in favor of an $8 per diem. We do not wish to be recorded as being against $7, but against the amendment as it was carried."

THE PRESIDENT: "The official stenographer will so record the delegates."

Delegate LONDEREE (Charleston, No. 120): "On this subject of the per diem allowance for the Executive Council—they are allowed a per diem salary and also a per diem subsistence?"

THE PRESIDENT: "A per diem for subsistence. When they lose time they are compensated at the salary they receive from the Federal Government."

Delegate JUNKER (New York City, No. 4): "I ask what you mean—losing time?"

THE PRESIDENT: "When they spend time for the organization for which they should be compensated."

SALARIES OF NATIONAL PRESIDENT AND SECRETARY-TREASURER

An amendment to the constitution providing that the salaries of the President and the Secretary-Treasurer should be fixed by the Convention instead of by the Executive Council having been adopted, the Convention determined that a committee of five members should be elected, on nominations from the floor, to recommend salaries for these officers.

The following delegates were nominated as members of this committee: PERKINS (El Paso, No. 39); ZAHN (Washington, No. 2); TROULAND (Washington, No. 105); NAGL (Chicago, No. 27); KINSELL (Philadelphia, No. 23); SLEEP (Boston, No. 25); LONDEREE (Charleston, No. 120); DAVIE (Bremerton, No. 93); SIBRAY (Pittsburgh, No. 66). Delegates NAGL, SIBRAY, SLEEP, and LONDEREE withdrew their names. Thereupon the Secretary was instructed to cast the ballot of the Convention for Delegates PERKINS, TROULAND, ZAHN, KINSELL, and DAVIE as members of the above-named committee and, this having been done, they were declared duly elected.

Later the committee submitted a report recommending that the salary of the President be fixed at $4,000 per annum and that of the Secretary-Treasurer at $3,500 per annum, the same salaries as at present, and on motion the report of the committee was adopted.

NO. 72. ADVOCATING FORMATION OF NATIONAL LABOR PARTY

Introduced by Delegate McCormic, Hingham, No. 51.

WHEREAS, The time has come in the history of the United States when the doctrines of organized labor have taken root in every part of this country and organized labor has become the greatest protection of the working classes against all radical measures, contrary to the principles for which this republic was established; and

WHEREAS, The people of the United States are confronted by the greatest is-

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sues which can ever exist in the United States, and problems which vitally concern their industrial and social welfare; and

WHEREAS, The blessings of true peace can be enjoyed in every part of this country only by purifying our entire political system, and by enforcing the execution of the ideals of liberty and justice throughout our land, and by electing to represent us in the House and Senate, only those who will work for our interests, majority rule being always considered; and

WHEREAS, We believe that the crisis which exists in the world today may to a great extent be overcome by the organized labor forces of America; therefore be it

RESOLVED, That the NATIONAL FEDERATION of FEDERAL EMPLOYEES, in Third Annual Convention assembled, in order that the future tranquillity of the universe may be insured; in order that the physical, moral and intellectual well-being of all industrial wage-earners may be realized, do hereby endorse and earnestly urge the foundation of a political party which shall be established on the principles of democracy for all, and true representation of the will of the governed; and be it further

RESOLVED, That the Convention recommend that this proposed political organization be known as "The National Labor Party."

Non-concurred in on recommendation of Committee on Education.

NO. 46. PROTEST AGAINST LEHLBACH-STERLING RETIREMENT BILL

Introduced by Delegate Pooler, Albuquerque, No. 40, on behalf of that local.

WHEREAS, There is now pending before Congress H. R. 3149, known as the Lehlbach bill for the Retirement of Civil Service Employees; and

WHEREAS, This bill exacts a compulsory levy of 2½ per cent of all salaries, but limits the maximum annuity to 60 per cent of salaries up to $1,200 by fixing the maximum at $720, thus requiring all persons receiving salaries in excess of $1,200 to contribute 2½ per cent of such excess annually without any additional return in the form of annuities; and

WHEREAS, The specific purpose of this bill, namely, to increase efficiency in the civil service, is imperiled by this provision, which will tend to bring about the separation from the service of the more efficient and experienced men to seek other employment instead of affording them an inducement to remain until retirement; and

WHEREAS, Holding to the principle of organized labor, "One for all and all for one," and believing that all federal employees should share equally according to incomes in both costs and benefits of any retirement system, and that any legislation which attempts to discriminate against the more experienced and responsible employees as the pending bill does will react upon all employees by lowering the average efficiency and will destroy the morale of the civil service; and

WHEREAS, With the Nolan Minimum Wage bill almost an accomplished fact, the Lehlbach Retirement bill in establishing the maximum annuity signally fails to take into consideration the nation-wide permanent increase in living costs and in salaries required to meet them; and

WHEREAS, It will be far easier to secure from Congress the initial passage of a fair and satisfactory retirement bill than to secure the elimination of the unsatisfactory features after the retirement of the present accumulation of superannuated employees has been effected by legislation; therefore be it

RESOLVED, That the FEDERATION OF FEDERAL EMPLOYEES, in Convention assembled, does hereby emphatically protest against that portion of the Lehlbach Retirement bill assessing every employee 2½ per cent of his total salary while at the same time fixing the maximum annuity at 60 per cent of a $1,200 salary, and will use all its power to have these provisions changed before the bill is passed by Congress, so as either to set no maximum annuity other than the percentage of the salary received by the employee, or, if that cannot be secured, to base the maximum annuity on at least an $1,800 salary (at 60 per cent this would equal the minimum way under the Nolan bill), at the same time providing a maximum asesssment so that salaries above the established figure will not be unfairly assessed; and be it further

RESOLVED, That the officers of the FEDERATION OF FEDERAL EMPLOYEES be directed to bring these resolutions before Congress or the proper committees thereof, immediately, and endeavor to secure the desired action even if this necessitates an increase in the assessment percentage to place the annuity on substantially a 50-50 contribution basis as between the employees now entering the classified service and the Government.

After considerable debate on the subject of Retirement the Convention strongly affirmed the approval by the Chicago Convention of last year, of the then-pending retirement bill, of which the Lehlbach-Sterling bill is the successor, containing, however, provisions more favorable to the employees. This action negatived the foregoing resolution (No. 46).

The Great Women's Congress

(*Continued from page 739*)

Two much-needed clauses in the resolution for the international regulation of hazardous occupations asked that there be no exemption of small factories, and that the employment of women be prohibited only in trades which cannot be made healthy for women as potential mothers.

REPRESENTATION IN THE INTERNATIONAL LABOR CONFERENCE

Of deep significance was the demand made by the delegates of this First International Congress of Working Women to the first International Labor Conference as to the basis of representation in the latter. They asked that this should be changed to provide for six, instead of, as at the present gathering, four delegates from each nation. The article would then read:

The conference shall be composed of representatives of each of the high contracting parties of whom two, one of whom shall be a woman, shall be government delegates; two, one of whom shall be a woman, shall be labor delegates: Two shall be employer delegates, resorting to each of the high contracting parties.

On the present basis, the government alone has two delegates, both the employers and the workers have but one each. Thus, as was remarked, the chance of getting even one woman appointed in any group is very slim, and slimmest of all in those countries which are in greatest need of the effect of woman's power.

A strongly worded protest was made for the removal of the blockade against Russia.

PERMANENT ORGANIZATION FORMED AND OFFICERS ELECTED

The Congress provided for its own continued existence, forming a permanent bureau, with a provisional committee elected from the Congress consisting of a president, five vice-presidents and a secretary-treasurer. The basis of representation is to be the same as for the congress just closed, and the International Office is to be in Washington, D. C.

Mrs. Raymond Robins was elected first president of the new organization. The secretary-treasurer is Mrs. Maud Swartz, who is secretary of the New York Women's Trade Union League. The five vice-presidents were chosen to represent racial groups, and were selected by those groups. They stand thus: Anglo-Saxon nations, Miss Mary MacArthur; Slavic nations, Madame Landova—Stychova; Latin nations, Mlle. Jeanne Bouvier; Scandinavian nations, Mrs. Betzy Kjelsberg. The place for the fifth vice-president is left open, to be filled by a representative of the Central Powers.

ACKNOWLEDGMENT OF MANY HOSPITALITIES SHOWN THE CONGRESS

Of the courtesies and hospitality shown to the delegates to the First International Congress of Working Women those extended by Washington Federal Employees Unions Nos. 2 and 105 were among the most generous and the most appreciated. One large room at the headquarters of Local No. 2 was converted into a writing and rest room for the convenience of the visitors, and the entire Congress was taken to Mt. Vernon as the guests of the union. The trip was made by boat, on a beautiful afternoon, and tea was served on the return trip. At the tomb of Washington the French, Polish, and Czech delegates joined in spontaneous tribute to America and the historic ties between their own country and ours. A photograph of the delegates was taken with the old mansion in the background, a copy of which was presented by the union to each of the guests. [This photograph is reproduced on page 737.]

Local No. 105, the Women's Union of the Bureau of Engraving and Printing entertained the delegates at an elaborate luncheon in the union's own cooperative cafeteria in the bureau and showed them through the big plant.

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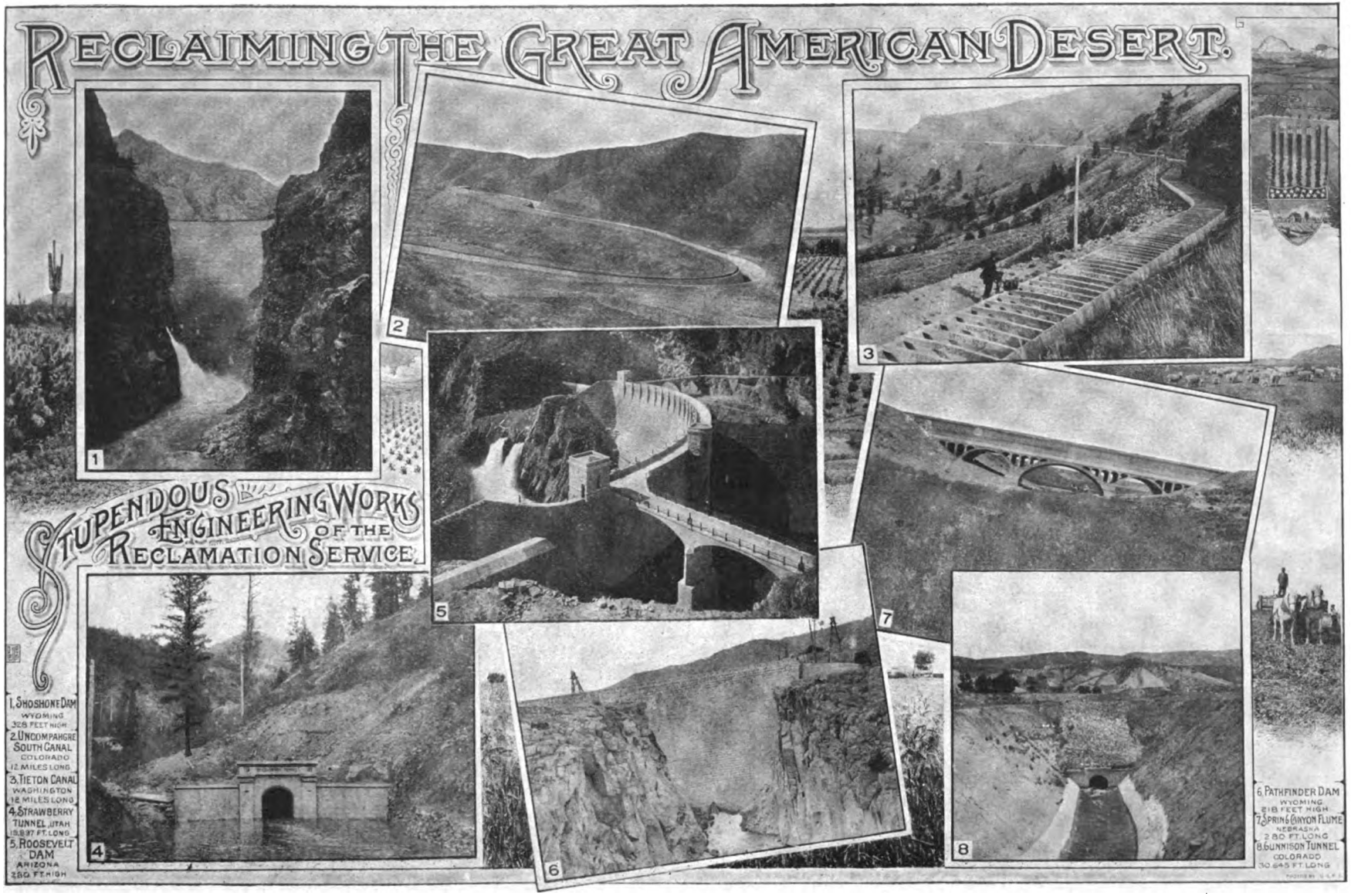

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United States Reclamation Service

A State has been added to the Union, from an agricultural standpoint, by the construction of the immense dams and irrigation projects in the West by the Reclamation Service.

ARTHUR P. DAVIS, Director and Chief Engineer.

Washington Office: New Interior Building, 18th & F Sts., N. W., Washington, D. C.
Employees: Washington Office, 100; West, 4,000 (varies).
Expenditures per year, about $8,000,000.

Note.—A tentative plan has been suggested by Brother W. I. SWANTON, of Washington Local No. 2, for the preparation of a book containing a concise description of the work of each department, bureau, and independent establishment of the Government, such publication to be illustrated and to have about 400 pages. The author of this plan furnishes a pattern for a model treatment, as shown on this and the opposite page, of the United States Reclamation Service, with which he is connected. It is contemplated that each government unit will furnish its own material for the proposed publication.—EDITOR.

PURPOSE. The Reclamation Service, organized in July, 1902, under the Reclamation Act of June 17, 1902, is engaged in the construction and operation of about thirty irrigation projects aggregating about 3,200,000 acres, and the investigation of a large number of other projects with a view to future construction. These projects are located in the seventeen arid and semi-arid States, including North Dakota, South Dakota, Nebraska, Kansas, Oklahoma, Texas, Montana, Colorado, Wyoming, New Mexico, Arizona, Nevada, Utah, Idaho, Washington, Oregon and California. The funds for this work largely come from the sale of Public Lands and the money expended is returned to the Fund by easy payments of settlers in twenty installments without interest in accordance with the Reclamation Extension Act of August 13, 1914. The money thus forms a revolving fund for the construction of additional works.

ORGANIZATION. For the purpose of carrying on the widely scattered work of the Service in these seventeen western States an administrative office is maintained at Washington, D. C., in charge of the Director and Chief Engineer, and a western executive office is maintained at Denver in charge of the Chief of Construction. There are about forty offices on the various irrigation projects for handling the works under construction and in operation.

CONSTRUCTION RESULTS. Up to June 30, 1919, the Service had built on the thirty projects thus far approved by the Secretary of the Interior about 12,300 miles of canals, ditches and drains, including 97,000 canal structures and involving the excavation of 172,000,000 cubic yards of materials. In connection with this work there have been constructed 100 storage and diversion dams, including the Arrowrock Dam, 349 feet high, the highest in the world; the Elphant Butte dam on the Rio Grande, forming the largest irrigation reservoir in the United States, of 2,600,000 acre-feet capacity, and the longest roller crest dam in the world, located on the Grand River in Colorado. In connection with this work the Service has built 95 tunnels, 970 miles of road, 83 miles of railroad, 3,100 miles of telephone line, a dozen power plants and 615 miles of electric transmission lines; is mining coal and has manufactured over 2,000,0000 barrels of cement and sand-cement. The total expenditures to date are about $150,-000,000.*

AGRICULTURAL RESULTS. At the present time 200,000 persons are living on the 40,000 farms being irrigated by the Service, and the value of the crops in 1918 on the 1,050,000 acres cropped was $66,800,000. About 3,200,000 acres of land (67,000 farms) will be irrigated on the completion of the projects now under construction. A State has already been added to the Union from an agricultural standpoint, and there are springing up in what was but recently a "desert" hundreds of happy, contented, and prosperous communities as a result of the work of this Service.

GENERAL INFORMATION. Information in regard to farms open to settlement may be obtained by addressing: Statistician, U. S. Reclamation Service, Washington, D. C. There are at present 160 farms of from 40 to 80 acres in size on these public lands of the projects open to settlement, the cost of which, including perpetual water right, ranges from $36 to $92 per acre, and a farmer has twenty years without interest to make the payments. The Service issues an anunal report giving detailed statements of the work, a price list of publications, and also a monthly illustrated bulletin of 48 pages—*The Reclamation Record*—sent free to all water users on the projects.

*Including cost of construction, operation, and maintenance.

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The Problem of Statutory Versus Lump Sum Salaries

In the report which appears below, made recently to the Reclassification Commission, the Committee on Wage Policy discusses clearly and comprehensively the relative merits of the statutory and lump-sum systems of government salaries.

NOTE.—The Advisory Committee on Wage Policy was designated early in October by the Joint Commission on Reclassification of Salaries to advise the Commission on large matters of wage policy affecting the Government's civilian employees in the District of Columbia. The committee consists of ex-Representative Courtney W. Hamlin, of the Commission, chairman, and the following members:

Dr. Francis Walker, of the Federal Trade Commission; Dr. M. L. Jacobson, of the Federal Reserve Board; Dr. Royal C. Meeker, of the Bureau of Labor Statistics, Department of Labor; and Mrs. R. M. Woodbury, of the Children's Bureau.

Dr. E. B. Rosa, of the Bureau of Standards; Van H. Manning, Chief of the Bureau of Mines, and Paul F. Meyers, Chief Clerk of the Treasury Department.

Luther C. Steward, president of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES; Dr. W. Carson Ryan Jr., of the Bureau of Education, former president of local Federal Employees' Union, No. 2; and Miss Ethel M. Smith, of the National Women's Trade Union League.

The first group of members, composed of Drs. Walker, Jacobson and Meeker and Mrs. Woodbury, comprises four of the leading economists in Washington. The second group, composed of Dr. Rosa, Mr. Manning and Mr. Myers, is representative of the administration end of the Government. The third group, comprising Mr. Steward, Dr. Ryan, and Miss Smith, represent the employees in the government service in Washington.—EDITOR.

1. STATUTORY SALARIES

STATUTORY positions are fixed by Congress for each bureau or administrative unit in the service in the annual appropriation bills, the number of positions of each kind and the salaries of each being specified in detail. These positions are of two kinds, (*a*) where the salaries and titles have been standardized, and (*b*) where the salaries and titles are recommended by the bureau chief or head of the particular branch of the service concerned. No change can be made in the title or salary of any position after it is granted except by Congress, and this is done only in the annual appropriation bills. Moreover, any increase of salary is subject to a point of order in Congress and hence even if the appropriations committee has recommended an increase in any given case it can only be granted by unanimous consent. This fact alone, namely, that Congress *has provided* no regular method of revision of salaries or making promotions in statutory positions, and cannot do it if a single member objects, is one reason for discontinuing such a system. As estimates are made out by the departments at least nine months before the beginning of each fiscal year, it is 21 months from the time the estimate is made until the end of the fiscal year during which the money is expended. Of course it is impossible to foresee the requirements of a bureau's personnel or of the personnel of any particular line of work in a bureau accurately in detail a year or more in advance. No matter how carefully the work may be planned, conditions change, and it is usually necessary to modify plans and make changes in personnal, sometimes very considerably, to meet changed conditions.

2. DIFFICULTY OF FORETELLING STATUTORY POSITIONS NEEDED

But even if external conditions did not change it is impossible to foretell how work will develop and just how many men of different kinds and grades will be needed for a given investigation. Suppose, for example, an investigation is undertaken which requires physicists, chemists, mechanical engineers, statisticians and clerks. To estimate a year in advance how many men of each kind will be needed, and the salaries of each, would be little better than guesswork. When the work is undertaken the men in charge of the several branches of the work develop the problem gradually, and they gather their personnel as needed and as they can. It is partly a question of what is needed to do the work as it develops and partly a question of what men can be found who are competent and available at the salaries that can be paid. If a man who is splendidly equipped for some part of the work is found who can be had at $4,000 a year, it is very awkward if the highest statutory salary available is $3,000, and only statutory salaries are available. Perhaps two chemists are needed and only one has been estimated for; or perhaps two mechanical engineers were provided and it is found that one would better be an electrical engineer. In short, to be hampered and embarrassed by restrictions of this kind which do no good and make it impossible to carry out work efficiently, is exceedingly undesirable. Under a lump fund appropriation the bureau chief is free to employ the men most needed and to make the salaries fit the men instead of trying to fit the men to predetermined salaries. Under this plan, the service of anyone may be discontinued when not required and the money used for some other position. The plans for the work may be developed gradually and the division of funds between salaries and other expenses may be determined by the needs of the work and not by a guess made a year in advance.

3. PROMOTIONS

Under a statutory salary plan promotions are made by advancing men to vacancies at higher grades. These vacancies usually arise either by the securing of new positions at higher salaries, or by resignations. In a bureau that is growing rapidly there are apt to be many new positions, and if these are secured in the upper grades, promotions can be provided for. It is impossible, however, to foresee a year or more in advance where promotions are most needed and it is also impossible to foresee what vacancies are going to occur by resignations. Hence it often happens that it is difficult or impossible to make the promotions that are most deserved, and one is obliged instead to make such as can be made. That is, promotions cannot be made strictly on merit, but must be determined to a large extent by accident. It may happen that two men of the same salary are equally deserving of promotion, but there is only one vacancy. Perhaps the next higher vacancy is $400 above the given salary. The just action would be to give each $200. But that is impossible with statutory salaries, as the salaries cannot be changed. One must be given $400 and the other nothing, or else neither promoted and the position left vacant, or filled by an appointee from outside the Bureau. Such distressing situations often arise where stautory salaries prevail, but do not on a lump-sum basis. Where a bureau is growing slowly or not at all there are vacancies for promotions only as resignations occur at the top, or salaries

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are increased by Congress. Vacancies at the top due to death are usually too slow to provide promotion. Hence resignations must be depended upon, and these are apt to be from the men that are most useful. To lose the best in order to promote the rest is very detrimental to the service. A lump-fund plan that will permit promotion of those who deserve it most without sacrificing valuable members of the staff is extremely important.

4. INEQUALITIES AND INJUSTICE UNDER STATUTORY SALARIES

If a position has a special title, and there is only one of a kind in the bureau, promotions cannot be made without special action of Congress. For example, chief chemist, chief clerk, chief mechanician, chief engineer, secretary, librarian, and a great many other similar positions may occur only once in a given scientific bureau. The holders of these positions frequently go on year after year without promotion, although they may be especially deserving. Sometimes they resign for this reason; sometimes they are transferred to other positions where they can be promoted; sometimes their salaries are raised by Congress. The latter action is relatively infrequent, however; and this partly because the bureau chiefs are often instructed not to ask for any increases in salary. Bureau chiefs should be encouraged to equalize salaries when they become unequal—to correct injustices when they occur. However, it is well known that promotions and equalization of salaries are being made for lump-sum employees, and for statutory employees where there are vacancies. Nevertheless all departments are frequently requested to ask for no increases in statutory salaries even to correct the most glaring cases of injustice that may arise through the inflexibility of statutory salaries. This is one of the strongest reasons for discontinuing statutory salaries.

5. UNUSABLE STATUTORY VACANCIES

At the present time there are a great many statutory positions in the government service vacant because the salaries are so low that they cannot be filled. In such cases the money cannot be used for any other position or purpose but reverts to the Treasury. This puts administrative officers under pressure to fill positions as best they can, even though unsatisfactorily, rather than get nothing out of them. This is not an efficient use of the money, but may be justified as being better than leaving the position vacant and neglecting work that is calling for more help. It hurts the service to have such cases occur, and they never do occur under a lump-sum plan.

6. OTHER DISADVANTAGES OF STATUTORY SALARIES

It is inconceivable that a private corporation employing the services of scientific and technical men, and employing labor on a large scale, would operate on a statutory basis, as it promotes inefficiency and destroys the morale of the workers. If merit cannot be rewarded when it is deserving, the result is loss of efficient conduct of the work. If not rewarded, the employee becomes discouraged, and if he does not leave the service, his work usually deteriorates in quality and diminishes in quantity. As the number of such discouraged employees increases from month to month, the working morale of the force is weakened and the output soon decreased. The statutory salary does not encourage initiative, enthusiasm or ability, and it holds the employee with these qualities to the salary level of employees lacking them. In the economical conduct of some special work, it is sometimes not advisable to promote the understudy for a particular piece of work to the salary vacated by the chief of the division of section where there is a wide range in salaries. This promotion should not be made until the successor to the section chief has shown his ability Yet under a statutory system, it would often be necessary to promote the understudy to the chief's position or leave the position vacant. Emergency work or work in an overburdened section cannot be cared for, because of the special character of the work, for which men in any other section are not properly qualified; and even when so qualified, their assignment to the overburdened section will usually mean embarrassment to the work of the section from which they are taken.

7. FILLING POSITIONS OF SPECIAL CHARACTER

Probably never before has the overwhelming importance of the personal equation been so fully recognized as it is today. One man makes a brilliant success where another has failed totally, although having the same advantages at his disposal; another, surrounded by every advantage which could reasonably be expected, permits the decay and dissolution of a great business built up by a predecessor under the most adverse conditions. The reason for the success on the one hand and the failure on the other is directly due to the man involved. Therefore, people universally recognize the importance of securing and retaining the services of the right man, and no commercial organization would consider depriving itself of the power to pay a larger salary than usual in order to obtain the services of the right man for a particular line of work. Therefore, if the head of a Bureau is authorized to make certain investigations which required a man of unusual talent who could not be obtained for the salary fixed by law, he would lose the opportunity of obtaining this man; whereas if some elasticity is provided, the services of the best man could be secured.

8. OBJECTIONS TO LUMP FUNDS

Statutory salaries present so many difficulties and disadvantages that in some bureaus lump funds are in vogue much more than statutory funds, and in some almost entirely. One of the principal objections to lump funds has been that the various bureaus are enabled to fix salaries without conforming to a common scale, and considerable inequalities arise. It is true that the character and quality of the work varies in different cases, and the salary scales perhaps vary less than they appear to do. But it must be granted that there are differences for men of the same qualifications and responsibilities, and if proper coordination and standardization of positions and salaries had been carried into effect, the objections to lump-sum salaries would have been less felt.

Another objection to lump funds has been that men could be transferred to them at higher salaries than they were getting on statutory rolls. This was so strongly felt that it led to legislation forbidding this. However, we believe that difficulty arises primarily from the fact that because promotions were impossible on statutory funds it was sought to do justice to men in the only way possible. Thus the legislation resulted in either driving men out of the service or depriving them of promotions to which they were entitled. It may be in some cases that men have been promoted who did not deserve it. But that can happen under either plan.

Certainly the advantages of a lump-sum plan are very great, and if its principal disadvantages can be eliminated, statutory salaries could be largely or entirely dispensed with, to the lasting benefit of the government service.

9. A STANDARDIZED PERSONNEL

The Congressional Reclassification Commission is engaged in classifying all government positions in the District of Columbia and proposes to make out a system of standardized titles with the duties and qualifications for each. A range of salaries for these various positions will presumably be suggested. If Congress adopts the report and fixes the salaries, it will be setting very definite restrictions and giving very definite instructions to the bu-

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reaus in making appointments and promotions. If funds are provided to the various bureaus for their work in accordance with some kind of a budget, in which the work to be done is described and the money to be spent is estimated, together with an approximate list of positions of various grades that it is expected to fill, then the bureaus will be free to spend the money as efficiently as possible and not be tied up by fixed numbers of fixed salaries as under the present statutory system, nor left as free from restrictions as to salaries as under the present lump-fund system. The disadvantages of each plan will largely be done away with and the best features of each preserved. It will, of course, be necessary under this plan that the permanency and stability of statutory places be secured for the permanent positions in a bureau. It will also be necessary to have some sort of effective supervision of promotions, such as the Civil Service Commission gives to appointments, to see that the scheme of standardized salaries is followed, that exceptions or special cases are justified, and that the interpretations of the terms expressing the duties and qualifications of the various positions are substantially uniform in the different bureaus and departments of the Government.

10. PROMOTIONS UNDER THE NEW SYSTEM

How promotions shall be made under the new system has not yet been decided. It is very important that they be made according to merit, rapidly for those who develop rapidly, slowly for those who progress slowly. Any system which makes it impossible to promote men and women according to merit cannot be satisfactory or right. Automatic promotions which put all in one class and offer no incentive to industry and effort are, of course, out of the question. On the other hand, if there is no automatic promotion there should be provision for systematic revision of salaries and frequent promotions for all who deserve them. Some method of recording the quantity and quality of work done and the responsibilities carried would seem to be necessary for all grades of the service. If this can be provided and the range of salaries specified can be made adequate and sufficiently flexible in some way so that they can be maintained comparable with salaries outside the government service, it ought to be possible to maintain a high grade of personnel and to conduct the Government efficiently on a business basis.

11. SUPERVISION OF THE NEW SYSTEM

The Civil Service Commission, if enlarged and strengthened, could effectively perform this function of supervising promotions and transfers as they now do and see that the standardized system of titles and salaries is followed. It would be desirable to have a representative of the Civil Service Commission permanently detailed to each one of the large bureaus to cooperate with the chief clerk or appointment division in matters of appointments and promotions. Other representatives of the Civil Service Commission could go about among the smaller bureaus giving assistance where needed and seeing that there is satisfactory compliance with the system established by Congress. This will give Congress more adequate control over salaries and positions than heretofore, without unduly embarrassing the bureaus in carrying on their work.

12. SUMMARY

(*a*) The object of Congress in establishing statutory positions is to retain control of the salary schedules of the government service. The object of the administrators in advocating lump-sum appropriations is to secure sufficient freedom to do the government work efficiently. The two objects are not necessarily in conflict; a thorough reclassification of the service with adequate provision for promotions and a strict supervision by a central agency will accomplish both objects.

(*b*) The Commission, by the very fact of making a complete classification of all positions, will answer the demand of Congress by assigning definite salary scales for all positions, which will be approved by Congress. The question of lump sum or statutory will, therefore, if the commission's reclassification report is adopted and a budget system introduced, be settled by incorporating the best features of each into the new system .

(*c*) The Central agency that will be set up to carry on the classification—supposedly the Civil Service Commission—should have representatives in every department to cooperate with the department heads in personnel matters and to check up the whole system for the Government. Full reports should be made to Congress annually showing the working of the system and suggesting any necessary amendments of it.

War Risk Branch Elects Officers for Ensuing Year

Harley H. Milks, Reviewer, of the Claims Division, has been elected President of the War Risk Branch, and Harry Taylor, of Personnel Division, Secretary.

Each Division of the Bureau has a Vice-president, and the following were named for the several divisions, respectively:

Personnel, Mrs. Charlotte Hackett.
Allotment and Allowance, Francis V. Monroe.
Actuarial, Miss Alice Langford.
Legal, Charles G. Barry.
Insurance, William Cleveland.
Medical, Miss Frances Morrison.
Compensation, William Salisbury.
Receipts and Disbursements, Miss Margaret Hesen.
Finance, W. Frank Bryan.

The Executive Committee consists of Mrs. Luella G. Poindexter, Carmine Garofalo, William Cleveland, Miss Mary Giles, and James W. Scott.

Regular meetings of the Branch are held in the west wing of the Public Library, second floor, at 9th and K Streets, N. W., on the second Tuesday of each month.

Teachers Need $1,812 a Year for Decent Living

A school teacher needs a salary of $1,812 a year to live decently, maintain interest and efficiency in her work, and provide for old age, is the conclusion of a committee appointed by the Massachusetts Teachers' Federation to study this question.

It was shown by figures that a teacher who had a salary of $500 a year in 1897 needed a salary of $1,325 a year in 1917, to secure an equivalent share of the things of life. Since 1917 the advance in the cost of living has soared to new heights, making the estimated $1,812 a conservative figure.

Life and Death

So he died for his faith. That is fine—
More than most of us do.
But say, can you add to that line
That he lived for it too?

It is easy to die. Men have died
For a wish or a whim—
From bravado or passion or pride.
Was it harder for him?

But to live: every day to live out
All the truth that he dreamt,
While his friends met his conduct with doubt,
And the world with contempt—

Was it thus that he plodded ahead,
Never turning aside?
Then we'll talk of the life that he led—
Never mind how he died.

—ERNEST CROSBY.

A Careful Investor

"Is Chappie careful of his money?"

"Careful? Oh, yes, very. He has just bought a block of stock in a company organized to sprinkle the streets in Venice. Chappie is extremely careful in his way."—*Life.*

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Recommend New Kind of Civil Service Commission

A NEW kind of Civil Service Commission, to be composed of representatives of administrative officials, the employees, and the outside public, with at least two women members, is one recommendation made recently by the Advisory Committee on Employment Policies to the Joint Congressional Commission on Reclassification of the Civil Service. This recommendation is embodied in the report of a subcommittee on employment conditions of women in the civil service, of which subcommittee the chairman is Miss Gertrude McNally, secretary of the Women's Union of the Bureau of Engraving and Printing, and a vice-president of our National Federation. Miss McNally and her committee have assembled a mass of data showing the discrimination that exists in the government departments against women employees in respect to pay and opportunities for advancement. One emphatic recommendation in the report is for "legislation to forbid discrimination between men and women in respect to opportunity for entrance, pay for work of the same character or corresponding skill, and opportunity for advancement."

CENTRAL EMPLOYMENT AGENCY FOR CIVIL SERVICE PROPOSED

Then follows this recommendation:

That in order to make the law effective and overcome the practice so clearly evident in the departmental service to give preference to men in appointments, salary and opportunities for advancement, the commission recommends to Congress that the administrative agency of the civil service be composed of not less than two persons representative of the management, not less than two representatives of the employees, and possibly a similar representation of the public, one member of each of the two former groups to be a woman. This central administrative agency should have the functions of an employment management bureau, and the authority, where one sex or the other is specified by the department, to throw the burden of proof as to the propriety of such a requirement back upon the appointing officer.

FACTS FOUND BY THE COMMITTEE GIVEN IN BRIEF

In its finding of fact, the report states: (1) That men are given preference over women in civil service appointments and in entrance pay. Until its recent issue, the Civil Service Manual itself called attention to this difference, men stenographers being offered $900 to $1,000, as compared with $720 to $900 for women eligibles from the same examination. (2) Men are given preference in promotion to such extent that few women, however highly qualified, are allowed to reach executive or technical positions and the better salaries. (3) Women are paid less than men for the same job both at entrance and afterwards. (4) Skilled women are paid less than unskilled men in the Bureau of Engraving and Printing, for example, in the Government Postoffice, the Mailbag Repair Shop of the Postoffice Department, and throughout the clerical service.

EQUAL TREATMENT FOR MEN AND WOMEN RECOMMENDED

In view of these facts the committee recommends:

Because of the traditional attitude toward women's work which tends to undervalue it because it is done by women; and because of the weaker bargaining power of women, which has led them to accept less for their work than men receive, it is recommended that the reclassification commission, in fixing the salary scale, give special study to these classes of positions chiefly or entirely filled by women, in order that the pay therefor shall not be less than is due for the skill or training required, and not less than is paid to men for work of corresponding skill. We refer especially to the clerical service, the women's work in the Bureau of Engraving and Printing, Government Printing Office, Mailbag Repair Shop, all the libraries, the schools, and similar branches employing large numbers of women.

EXPENSES OF WOMEN IN RELATION TO WAGES

On the subject of the cost of living for women in its relation to wages, and "inasmuch also as the common assumption is that working women in most instances have not the family responsibilities that men have," the committee refers to figures showing 70 to 75 per cent of two large groups of women as having dependents, and adds:

The subcommittee calls attention to the fact, apparent by observation, that the dependents of women workers are usually not children, but older members of their families—father, mother, sisters or brothers—and therefore are more expensive than the typical man's family of five with three minor children. The needs of adult dependents are greater, as a rule, than the needs of children; but the expenses of the mother who works include very often the cost of assistance in caring for her children.

It should also be noted that such studies as have been made show that the wage-earning woman's family responsibilities tend to diminish as she grows older, because of the fact that her dependents are so often older than herself. Her heaviest financial burden therefore is likely to come in her early working years, instead of at the time the man's family expenses are at their normal.

MEMBERS OF ADVISORY COMMITTEE ON EMPLOYMENT POLICIES

The Advisory Committee on Employment Policies, which has submitted this report to the Reclassification Commission is composed of:

Employees' representatives:

LUTHER C. STEWARD, President of NATIONAL FEDERATION OF FEDERAL EMPLOYEES.

MISS ALICE DEAL, President of District High School Teachers' Union.

MISS GERTRUDE MCNALLY, Secretary of Women's Union of the Bureau of Engraving and Printing.

DR. R. H. TRUE, Department of Agriculture, President of Scientific Section, Federal Employees Union No. 2.

FRANK COLEMAN, editor of the *Plate Printer.*

Administrative representatives:

MISS JULIA LATHROP, Department of Labor.

DR. C. L. ALSBERG, Bureau of Chemistry.

E. J. AYRES, Chief Clerk of Interior Department.

JAMES L. WILMETH, Director of Bureau of Engraving and Printing.

CHARLES E. STEWART, Chief Clerk of Department of Justice.

Commissioner GEORGE R. WALES represents the Civil Service on the advisory committee. Secretary EDWARD KEATING, of the Reclassification Commission, is chairman of the Advisory Committee on Employment Policies.

Representatives of the public:

RICHARD H. DANA, president and ROBERT CATHERWOOD, member of Executive Council of the National Civil Service Reform League, Chicago.

DR. CHARLES A. BEARD, Director of Bureau of Municipal Research, New York City.

MISS MARY VAN KLEECK, Industrial Division, Russell Sage Foundation, New York City.

A World-Wide Jubilee

Down the halls of memory stealing
Come the echoes sweet and clear
Of a bell whose joyous pealing
Liberty proclaimed as near;
And in ragged regimentals,
Like the phantoms of a dream,
Marching come the Continentals;
Stars and stripes above them gleam.

Now our mental vision brightens
And our hearts attuned aright
Catch the harmony that lightens
All the darkness of the night.
Nation covenants with Nation:
Peace on Earth begins to reign;
Never shall Civilization
Learn the arts of war again.

Other flags reflect the radiance
Of the flag that makes us free;
Other bells in chiming cadence
Sound the knell of tyranny;
Wheels of industry are humming;
Justice and Equality
Usher in the glorious coming
Of a world-wide jubilee.

—WILLIAM SCARLETT, *New York City F. E. U. No. 4. Copyright 1919, by the Author.*

It's twice as hard t' do somethin' you ought t' do as it is t' do somethin' you can't do.—*Abe Martin.*

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Trade Unions

Their Origin and Objects, Influence and Efficacy

By WILLIAM TRANT, M. A.

I. Historical Sketch

How many of the peculiar features of trade unionism originated and were perpetuated. The movement a natural evolution as much so as the British Constitution—the outgrowth of experience working through centuries in a certain environment. Trade unions a necessity "forced upon the working classes by the inequitable use of the power of capital," says the English Bishop of Manchester.

(*Continued from our last issue*)

(See Editor's note at the end of this article)

THE origin of trade unions accounts for many of their peculiar features. As combining was illegal, the unions disguised themselves as friendly societies. In framing the rules the founders naturally looked at such models as they were already possessed of; and, as wiser men have done, they selected much that was bad as well as much that was good. It is a remarkable fact that those rules at present in existence in trade unions which give so much offense to employers are all actual copies of the rules of the ancient guilds, or reproductions of the provisions of ancient statutes. The workingmen invented no absurdities. It cannot be too often borne in mind that trade unions are as much a natural development as is the British Constitution itself, and it is as foolish to expect immediate perfection in the one as finality in the amendments already effected in the other. The history of the world teaches us that so universal is frailty that it is not until every variety of error has been passed through and exhausted that things at last settle into the right course.

The workingmen, therefore, cannot be blamed for not discovering that some of the rules they adopted were hardly consistent with the general progress of opinion, and it is greatly to their credit that experience has taught them better. The foolish rules are never introduced into new societies, and they are being gradually expunged from the rules of the old ones. This must necessarily be a work of time, because several of the old rules have at first sight an appearance of justice, and certainly contain within themselves much that would naturally commend itself to the workmen. Take, for instance, the rules relating to apprentices, in those trades to which no apprenticeship is needed. The rule limiting the number of apprentices is not only characteristic of almost all the guilds and of some of the statutes,[1] but was copied by the Inns of Court and the Universities, and is, moreover, one that would especially commend itself before the introduction of machinery. In the first place, there was, and is, the desire to limit the number of competitors as much as possible. With a market sufficiently well stocked with workmen, each new arrival would be regarded with great jealousy. Nor is there anything wrong in the notion of restricting the supply of laborers. The point where evil may creep in is found in the means taken to bring about such restrictions. A great authority like Mr. J. S. Mill urged upon the workingmen the necessity of restricting their numbers as a means of increasing their wages. The plan he recommended was the "prudential check" of Malthus.

THE TAILORS' STRIKE, 1763

The workmen are in prison, but feasting on the gifts brought by their friends. A companion print shows the masters considering an application from the men for an increase of wages and commenting on it with indignation.

What, however, seems easy and roseate to the philosopher often appears difficult, if not impracticable, to the ordinary mortal; and the last generation of British workmen took such steps as instantly occurred to them, or were suggested to them, and the results of which were actually before their eyes. Each man would say to himself, "The less number of workers in my trade the better it is for me." It requires a high state of development to perceive the various and intricate[1] ways in which the laws of production and distribution work so as to bring about the greatest happiness to the greatest number. Another point which would naturally occur to the workman would be that *he* taught

[1] 5 Eliz., c. 4*; 5 and 6 Ed. vi, c. 22; 1 James i, c. 6.

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the apprentice and received no remuneration. All the trouble and work of training the youth were left to the artisan, and when the pupil was perfect he at once competed with his teacher. During the whole of the seven years' apprenticeship the master received the benefits of the youth's extra labor, and of the premium that was sometimes paid with him, while the man who had borne the heat and burden of the day received no advantage whatever. The rule limiting the number of apprentices, then, was very attractive to the founders of trade unions. The improvements in machinery, however, are rapidly depriving the system of its utility. It may have required a long apprenticeship before a man could weave; it requires little to "mind a loom"; and therefore that rule of the trade unions, which is so often quoted by employers as exhibiting the arbitrary principle of the unions, had a natural birth, is dying a natural death, and will ere long be decently buried and duly forgotten.

IRISH LINEN MANUFACTURE, 1783—BUTLING, SCUTCHING, HACKLING

The trade unions copied several other ancient provisions, such as the rules against systematic overtime. The guilds also forbade a member to work with a nonmember. No member was to instruct another, and "no person of the mystery was to hire himself to a person of another mystery where greater wages were offered." "Rattening" (exactly similar to the Sheffield system, with the exception that in the old times it was legal, and now it is not) was practiced against those persons who neglected to pay their subscriptions. The guilds had also their "blacklists," and the word "donation," now applied to the money given to men "on tramp," is a translation of *geo-chenk*, the word given by the old German guilds to the workmen who were similarly tramping. These and other rules were copied into the codes of the new unions. They are rapidly becoming obsolete, and are not enforced at all in the iron industries. In these industries no fixed period of service is imposed on apprentices, nor is their number limited. The union men do not refuse to work with non-union men, and "rattening" is not allowed.

From this it is seen that, in the natural order of things, the early trade unionists selected rules which they now ignore. They also showed at times more of the bigotry and narrow-mindedness of a bygone age than one likes to see now. There have been intolerants in every creed, and it would be strange if trade unions had furnished an exception. Even the most partial inquirer would fail to detect any more intolerance in trade unionism than can be found in the society which was presided over by the Duke of Cumberland—or, indeed, in any other combination. It would, however, not have been surprising if intolerance had reached its culminating point in trade unions. The wonder is, not that there has been so much ill-feeling on the part of the men, but that there has been so little. Oppression breeds intolerance. The men knew that it was illegal to combine, and having therefore to conspire, they came to regard both their masters and the laws as their natural enemies, against whom they would have to wage a war prolonged, if not everlasting. "Consciousness," says Thornton, "of being singled out as victims by a partial and iniquitous law, directed exclusively against themselves, naturally excited in them both general prejudice against all law, and special rancor against those in whose behalf the specially obnoxious law had been enacted." Created by strikes and nurtured by oppression, unions long retained their warlike spirit, a characteristic which now happily is passing away.

It remains to add that combinations began, not amongst the workmen, but amongst the masters. The employed merely followed the example of their employers. It was, and still is, the practice of large capitalists to combine to keep down the price of labor, instead of competing with each other, and so raising wages to their "legitimate rate," as it is called. Until lately the combination of the masters has been directed to a great extent against poor, ignorant, and disunited men, and on that account the capitalists have generally been successful. This state of things is now changed.

BROWN LINEN MARKET, BANBRIDGE

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TRADE UNIONS "THE NATURAL OUTGROWTH OF NATURAL LAWS"

It is seen, then, that trade unions were not improvised. They are not sudden and impulsive combinations, carelessly formed to be hastily abandoned. They are the natural outgrowth of natural laws. Workmen soon perceived that all the extra profits arising from approved appliances went into the pockets of the capitalists, and that a great deal of additional misery and suffering was imposed upon themselves. They saw that the hardest fare and the most work always accompanied each other, and there were complaints loud and deep. Indeed, trade unions have always been "forced" into existence by the oppression of the masters; and when attempts have been made by the men to establish a union in the absence of pressure from above, they have always failed.[1] At this distance of time we can clearly see that the employers of Nottingham must be blamed for the fact that, in 1812, half the population of their town lived upon public relief. To destroy a loom was punishable with death, and it was then that numerous associations of workmen sprung into existence. These associations developed into trade unions as soon as the law permitted them to do so. It can hardly be doubted that the indictment, fifty-seven yards long, charging some mechanics, in 1846, with conspiring to get up a strike, and with some "thousands" of misdemeanors, was the beginning of the now large association known as the Amalgamated Society of Engineers, and if its success was at all doubtful, the conduct of the Messrs. Platt in 1852 established its basis on a rock.[2] It was the violation of 13 George IV, cap. 68, by the masters, in favor of themselves and against the interests of the men, which led the Spitalfield weavers to form their association. The oppression of the miners led to the formation of the union in 1831; while the cloth-workers, the hatters, calico printers, the Scotch bakers (who in 1846 were little better than slaves), and all the new as well as the old societies, have been forced into existence by the injustice of the employers. "I am no lover of trade unions," says the Bishop of Manchester, "but they have been forced upon the working classes by the inequitable use of the power of capital."

NOTE.—Among the valuable educational material bearing on the labor question which the American Federation of Labor has made easily accessible is an essay on Trade Unions by William Trant, M.A., which was awarded a prize offered a few years ago by the Trade Union Congress of Great Britain. This, which is published in condensed form by the Federation of Labor, is characterized as "a standard work, prepared after considerable research" and carefully edited to suit American conditions.

Through the courtesy of the American Federation of Labor we are enabled to give our readers the benefit of this material. The five chapters of the essay are devoted to these phases of trade unionism respectively: Historical Sketch, Progress and Development, Objects, Efficacy, and Influence.

STAFFORDSHIRE COLLIERS
(*Penny Magazine*, 1836)

Three instalments of the Historical Sketch have appeared in THE FEDERAL EMPLOYEE, in the issues of September 13, October 11, and November 8.

Synopsis of previous instalments.—The author draws attention at the outset to the fact that the phrase so commonly used, "the welfare of the state," has never meant "the welfare of the people" as a whole, but merely that of a privileged class. He then traces briefly the slow emancipation of the workers from serfdom and the rise of the "capitalist artisan." It is not until the reign of Henry II "that we find anything like a working class gathering itself together." Reference is made to the wage-fixing Statute of Laborers (23 Edward III, c. 1) as marking "the first 'crisis' on record between employers and employed in England." Wages gradually rose until in 1363 the peasantry enjoyed prosperity so great that an Act (37 Edward III, c. 14) vainly sought to enjoin certain classes of workers from indulging in extravagance in eating and drinking and in dress. From this time until 1390 the workingmen of England were better off in a material way than ever before or since.

The people of England had long been familiar with the principle of association for trade and other purposes. Brotherhoods of merchants early developed for mutual assistance and protection, followed, in the fourteenth century, by the appearance of craft-guilds. Special mention is made of the Masons as the noblest of the guilds of the Middle Ages. The steady divergence of the employers and the workers and growth of freedom and power on the part of the latter are dealt with. The unsuccessful Peasants' Revolt in 1381 marked the beginning of three centuries of misery and oppression for the working classes. The idea of social justice as set forth in More's *Utopia* is emphasized as it well deserves to be.

In addition to the stern repressive measures already referred to, adopted in order to crush the working people, both the courts and Parliament attempted to regulate wages. The results of this policy were disastrous. Parliament continued, moreover, to pass laws against combination. By *"the construction of the existing laws the offense of conspiracy, originally referring to combinations for the purpose of procuring false evidence, or of committing some crime, was extended to associations of workmen whose purpose was to raise wages"* —such was the course pursued by the British Government in the days of the Tudors and Stuarts and for many a long year afterward, before modern democracy had come into being. As a natural result of the conditions such as those pictured by the author, the lot of labor failed to improve to any adequate extent, and miserable indeed was the state of the toiling masses of the English people at the dawn of the nineteenth century. Fortunately, the pressure of dire necessity once more compelled them to seek relief through the power of ORGANIZATION, and once more this power proved effectual, although progress upward was slow and painful.

The illustration entitled "The Tailors' Strike," is from *Social England* (edited by H. D. Traill, D.C.L., and J. S. Mann, M.A.; published by Cassell & Company, Ltd., London), vol. 5; and the remaining illustrations are from *A Short History of the English People*, by John Richard Green, M. A. (illustrated edition edited by Mrs. J. R. Green and Miss Kate Norgate; vol. 4). London (Macmillan & Co., Limited; James Finch & Co., Limited; no date).—EDITOR.

(*To be continued in our next issue*)

A Reliable Neighbor

"Yape!" said Mr. Gap Johnson, of Rumpus Ridge, Ark., "Jeff Lopp is a right good neighbor and as accommodating as can be. Whenever I need my cross-cut saw or clevis or singletree, or a ham or saddle or ax, or anything that-a-way, I go right over to his house and borrow it back, and he never makes no particular fuss."—*Life*.

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[1] The first attempt of the London tailors and that of the puddlers in 1845 are cases in point.

[2] "After a lockout of four months, and the expenditure of the whole of the accumulated funds of the Amalgamated Society, the employers opened their works again, and the men went bac on the old terms. Had the Amalgamated Society broken up, as was confidently expected at that time, the labor movement mig have been thrown back a quarter of a century . . . as it was, the defeat proved better than a victory. It was the turning-point in the history of the Amalgamated Society, which rapidly recovered its losses, and at the end of two years was stronger than ever."—M Thomas Hughes in *The Century* for May, 1884.

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Reconstruction Suggestions

Big reforms outlined, which are believed by their proponents to be both essential and obtainable within a reasonable time. General principles also laid down which, it is thought, should point to important developments at a more distant day.

(From the Reconstruction Program of the National Catholic War Council)

Note.—Of the several pronouncements regarding Reconstruction which have been put forth by great religious bodies one of the most interesting and significant is that on "Social Reconstruction," of the National Catholic War Council, made public some months ago, from which the accompanying excerpts have been taken.—EDITOR.

BRITISH QUAKER EMPLOYEES' RECONSTRUCTION PROGRAM

PROBABLY the most definite and comprehensive statement from the employing class was put forth several months ago by a group of twenty Quaker employers in Great Britain. In outline their program is as follows: A family living wage for all male employees, and a secondary wage in excess of this for workers having special skill, training, physical strength, responsibility for human life; the right of labor to organize, to bargain collectively with the employer and to participate in the industrial part of business management; serious and practical measures to reduce the volume and hardship of unemployment; provisions of such working conditions as will safeguard health, physical integrity and morals; the reduction so far as practicable of profits and interest until both the basic and the secondary wage have been paid, and the transfer to the community of the greater part of surplus profits.

The spirit and conception of responsibility that permeate every item of the program are reflected in this statement:

> We would ask all employers to consider very carefully whether their style of living and personal expenditure are restricted to what is needed in order to insure the efficient performance of their functions in society. More than this is waste, and is, moreover, a great cause of class divisions.

DECLARATION OF NATIONAL CHAMBERS OF COMMERCE OF U. S.

The only important declaration by representatives of the employing class in the United States was given out December 6 [1918] by the Convention of the National Chamber of Commerce. Compared with the program of the British Quakers, it is extremely disappointing. By far the greater part of it consists of proposals and demands in the interest of business. It opposes government ownership of railroads, telegraphs and telephones, calls for moderation in taxation and demands a modification of the Sherman Anti-Trust Law. While it commended the program of John D. Rockefeller, Jr., on the relations that should exist between capital and labor, it took away much of the value of this action by declining to endorse the specific methods which that gentleman proposed for carrying his general principles into effect. The most important and progressive general statements made by Mr. Rockefeller are, that industry should promote the advancement of social welfare quite as much as material welfare and that the laborer is entitled to fair wages, reasonable hours of work, proper working conditions, a decent home and reasonable opportunities of recreation, education and worship.

The most important specific method that he has recommended for bringing about harmony between employers and employees is adequate representation of both parties.

PROGRAM OF BRITISH INTERDENOMINATIONAL SOCIAL SERVICE UNIONS

In Great Britain an organization known as the Interdenominational Conference of Social Service Unions, comprising ten religious bodies, including Catholics, spent more than a year formulating a statement of Social Reconstruction. This statement deals with principles, evils and remedies. It lays down the basic proposition that every human being is of inestimable worth and that legislation should recognize persons as more sacred than property, therefore the State should enforce a minimum living wage, enable the worker to obtain some control of industrial conditions; supplement private initiative in providing decent housing; prevent the occurrence of unemployment; safeguard the right of the laborer and his family to a reasonable amount of rest and recreation; remove those industrial and social conditions which hinder marriage and encourage an unnatural restriction of families, and afford ample opportunities for education of all children industrially, culturally, religiously and morally. On the other hand, rights imply duties, and the individual is obliged to respect the rights of others, to cultivate self-control, to recognize that labor is the law of life and that wealth is a trust. Finally, the statement points out that all social reform must take as its end and guide the maintenance of pure and wholesome family life.

NO PROFOUND CHANGES IN THE UNITED STATES

It is not to be expected that as many or as great social changes will take place in the United States as in Europe. Neither our habits of thinking nor our ordinary ways of life have undergone a profound disturbance. In the second place, the devastation, the loss of capital and of men, the changes in individual relations and the increase in the activities of government have been much greater in Europe than in the United States. Moreover, our superior natural advantages and resources, the better industrial and social conditions of our working classes still constitute an obstacle to anything like revolutionary changes.

A PRACTICAL AND MODERATE PROGRAM HERE PROPOSED

No attempt will be made in these pages to formulate a comprehensive scheme of reconstruction. Attention will be confined to those reforms that seem to be desirable and also obtainable within a reasonable time, and to a few general principles which should become a guide to more distant developments. In the statements of immediate proposals we shall start, wherever possible, from those governmental agencies and legislative measures which have been to some extent in operation during the war.

The first problem in the process of reconstruction is the industrial replacement of the discharged soldiers and sailors.

[After referring to Secretary Lane's plan for placing these men on farms (found in our May issue, page 258) as the most important single measure for meeting this situation that has yet been suggested, the report of the Committee continues:] A plan of this sort is already in operation in England. It would afford employment to thousands upon thousands, would greatly increase the number of farm owners and independent farmers, and would tend to lower the

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cost of living by increasing the amount of agricultural products. If it is to assume any considerable proportions it must be carried out by the governments of the United States and of the several States.

UNITED STATES EMPLOYMENT SERVICE SHOULD BE STRENGTHENED

[It is hardly necessary to say that the following paragraph was written before the Employment Service was cut down to about 20 per cent of its strength in the closing days of the 65th Congress.] The reinstatement of the soldiers and sailors in urban industries will no doubt be facilitated by the United States Employment Service. This agency has attained a fair degree of development and efficiency during the war. Unfortunately there is some danger that it will go out of existence or be greatly weakened at the end of the period of demobilization. It is the obvious duty of Congress to continue and strengthen this important institution. The problem of unemployment is with us always; its solution requires a national system of labor exchanges, acting in harmony with state, municipal, and private employment bureaus.

MEASURES FOR PROTECTION OF WOMEN WAR WORKERS

One of the most important problems of readjustment is that created by the presence in industry of immense numbers of women who have taken the places of men during the war. Mere justice, to say nothing of chivalry, dictates that these women should not be compelled to suffer any greater loss or inconvenience than is absolutely necessary; for their services to the nation have been second only to the services of the men whose places they were called upon to fill. One general principle is clear: No female worker should remain in any occupation that is harmful to health or morals. Another general principle is that the proportion of women in industry ought to be kept within the smallest practical limits. Those women who are engaged at the same tasks as men should receive equal pay for equal amounts and qualities of work.

PRESENT WAGE RATES SHOULD NOT BE LOWERED

The general level of wages attained during the war should not be lowered. In a few industries, especially some directly and peculiarly connected with the carrying on of war, wages have reached a plane upon which they cannot possibly continue for this grade of occupations. But the number of workers in this situation is an extremely small proportion of the entire wage-earning population. The overwhelming majority should not be compelled or suffered to undergo any reduction in their rates of remuneration, for two reasons: First, because the average rate of pay has not increased faster than the cost of living; second, because a considerable majority of the wage-earners of the United States, both men and women, were not receiving living wages when prices began to rise in 1915. In that year, according to Lauck and Sydenstricker, whose work is the most comprehensive on the subject, four-fifths of the heads of families obtained less than $800, while two-thirds of the female wage-earners were paid less than $400. Even if the prices of goods should fall to the level on which they were in 1915—something that cannot be hoped for within five years—the average present rates of wages would not exceed the equivalent of a decent livelihood in the case of the vast majority.

Even if the great majority of workers were now in receipt of more than living wages, there are no good reasons why rates of pay should be lowered. After all, a living wage is not necessarily the full measure of justice. On grounds both of justice and sound economics, we should give our hearty supprt to all legitimate efforts made by labor to resist general wage reductions.

CITIES SHOULD CARRY OUT HOUSING PROJECTS FOR WORKERS

Housing projects for war workers which have been completed, or almost completed by the Government of the United States, have cost some forty million dollars, and are found in eleven cities. While the Federal Government cannot continue this work in time of peace, the great cities in which congestion and other forms of bad housing are disgracefully apparent ought to take up and continue the work.

COOPERATION TO REDUCE THE COST OF LIVING

During the war the cost of living has risen at least 75 per cent above the level of 1913. Some check has been placed upon the upward trend by government fixing of prices in the case of bread and coal, and a few other commodities. Even if we believe it desirable, we cannot ask that the Government continue this action after the articles of peace have been signed; for neither public opinion nor Congress is ready for such a revolutionary policy. If the extortionate practices of monopoly were prevented by adequate laws and adequate law enforcement, prices would automatically be kept at as low a level as that to which they might be brought by direct government determination.

More important and more effective than any government regulation of prices would be the establishment of cooperative stores. The enormous toll taken from industry by the various classes of middlemen is now fully realized . . . The obvious and direct means of reducing this discrepancy and abolishing unnecessary middlemen is the operation of retail and wholesale mercantile concerns under the ownership and management of the consumers. This is no Utopian scheme. It has been successfully carried out in England and Scotland through the Rochdale system. . . . In addition to reducing the cost of living, the cooperative stores would train our working people and consumers generally in habits of saving, in careful expenditure, in business methods, and in the capacity for cooperation.

THE STATES SHOULD PROVIDE A LEGAL MINIMUM WAGE

We are glad to note that there is no longer any serious objection urged by impartial persons against the legal minimum wage. The several States should enact laws providing for the establishment of wage rates that will be at least sufficient for the decent maintenance of a family, in the case of all male adults, and adequate to the decent individual support of female workers .

PRINCIPLES ON WHICH SOCIAL INSURANCE SHOULD BE BASED

Until this level of legal minimum wages is reached the worker stands in need of the device of insurance. The State should make comprehensive provision for insurance against illness, invalidity, unemployment, and old age. So far as possible the insurance fund should be raised by a levy on industry, as is now done in the case of accident compensation. Any contribution to the insurance fund from the general revenues of the State should be only slight and temporary. Finally, the administration of the insurance laws should be such as to interfere as little as possible with the individual freedom of the worker and his family.

The life insurance offered to soldiers and sailors during the war should be continued, so far as the enlisted men are concerned. It is very doubtful whether the time has yet arrived when public opinion would sanction the extension of general life insurance by the Government to all classes of the community.

The establishment and maintenance of municipal health inspection in all schools, public and private, is now pretty generally recognized as of great importance and benefit. Municipal

(*Continued on page 731*)

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The Customs Examiner and His Daily Work

We are accustomed to thinking of Uncle Sam's collections from Customs revenues in terms of hundreds of millions. How often do we think, however, of the men responsible for the collection of this vast sum, the men who daily value every kind of merchandise under the sun with due regard to the interests of both the government and the importer? It is of these men that this article tells, albeit too briefly.

Note.—For the contribution which follows we are indebted to the courtesy of certain brothers of the Customs Examiners' Association of the Port of Chicago. In sending the manuscript President Hynes, of that Association, says: "The article is a composite and should not be credited to (or blamed on) any particular Examiner. We all took a 'whack' at it."—EDITOR.

EVERY ARTICLE written for publication has some purpose. It may be as well to relieve the reader's curiosity or apprehension at the outset by stating the object of this article. It is written to acquaint the readers of THE FEDERAL EMPLOYEE, in the main, government employees, with a branch of the service of which there appears to be a surprising lack of information.

All of us are aware of the existence of a tariff law, yet comparatively few of us know just how this law is enforced or what group of men are charged with the vital part of collecting the millions of dollars of Customs revenue flowing into the coffers of the Treasury Department.

JUST A GLIMPSE OF THE APPRAISER'S DUTIES

The average citizen knows there are Collectors of Customs and Customs Inspectors, but very few know of the Appraiser of Merchandise and his corps of Examiners or Assistant Appraisers. Mention to him Appraiser of Merchandise, and he will probably ask if you refer to an employee of an auction house or an insurance adjuster; and yet the Appraiser of Merchandise and his corps of assistants known as Customs Examiners play the most important part in the collection of import duties.

CUSTOMS REVENUES DEPENDENT LARGELY ON EXAMINERS

The Appraiser, personally, takes comparatively little part in the routine work of appraising merchandise. He is the executive head of his office, and takes active part in the general organization of his staff, but upon the Examiner rests the responsibilities of actual appraisal and advisory classification of imported merchandise. It is with this individual that this article deals.

Upon the Examiner rests the burden of the collection of import duties. The evidence? This is quoted from the report of the Appraisement Commission of the Treasury Department (December 31, 1912):

> In the last analysis it is the determination of the Examiner which fixes the status of shipments of imported mechandise with reference to their value and classification, for duty purposes, unless changed by review, and in the great majority of instances of appraisement his determination remains undisturbed and is followed in computing the rate and the amount of duty exacted, so that the bulk of the revenue from customs depends for its integrity upon the precision with which the conclusions of the Examiners are reached.

To describe a little more in detail the Examiner's work, it might be well to follow an importation from time of shipment abroad to final destination in this country. The shipper of the merchandise appears before the United States Consul of his consular district and executes an invoice setting forth the name, quantity, description, and price paid for the goods, forwarding duplicate copies of the invoice to the consignee. When the merchandise reaches the United States it may be examined at a port of entry, as New York, San Francisco, New Orleans, or at the Canadian or Mexican border, or it may be forwarded in bond and examined at some inland port, as Chicago, Detroit, or St. Louis. On the arrival of the consignment at its destination the importer or his broker appears before the Collector of Customs and executes an "entry," based on the consular invoice. He may add to or deduct from the invoice value at the time he makes entry, according to his information of the foreign market value at the time of shipment.

The Collector designates all or a part of the merchandise for examination by the Appraiser. Eventually the merchandise and invoice reach the Examiner, and here the real work begins. After the quantities are checked his first and most important duty is to appraise the merchandise. This he must do regardless of the invoice value, or affidavit thereto or statement of cost, or of cost of production, to the contrary notwithstanding.

A BIG AND AN EQUALLY PERPLEXING JOB

Consider for a moment the magnitude of the undertaking. Raw material and manufactured articles of every description, produced any place on the surface of the globe, may and usually do find their way some time or another into the ports of the United States.

The tariff law specifically directs that the Appraiser shall . . . ascertain, estimate, and appraise, the actual market value and wholesale price of the merchandise . . . at the time of exportation to the United States, in the principal markets of the country whence the same has been imported." This is the Examiner's work. He may have before him, masks, moss, musical instruments, or matting; pencils, cameras, pipes or peat; works of art, woven articles, worm gut or waste; xylol, or xylidin; zaffer, zante or zinc ores. To enumerate all would be to copy the tariff law. Whatever comes before him he must appraise accurately. The values set forth on an invoice may represent the true market value at the time the contract was placed, but may not be the market value at the time the merchandise is shipped, due to a fluctuating market.

EXAMINERS REPRESENT GOVERNMENT IN JUDICIAL PROCEEDINGS

In most cases the Examiner's appraisement is final, but machinery is provided by law for a judicial review of his findings should either the importer or the Government deem them unsatisfactory. Either may appeal to the Board of General Appraisers for a review. Even in appealed cases it is the Examiner who presents the evidence for the Government, and in cases where conclusive evidence of market value cannot be secured, the opinion and judgment of the Examiner is usually accepted.

The Examiner must now make an advisory classification, which is a description of the merchandise in the terms of the tariff, citing the proper paragraph and rate of duty. The Collector has the right to change the advisory classification, he being the official classifying officer, but the Examiner's appraisement is final except by appeal as provided for by law. The importer has the right to protest the Collector's assessment as to the rate and the amount of duty collected, but as before it is the Examiner and not the Collector who must substantiate the facts upon which the classification was based, before the Board of General Appraisers. As a result of protests filed against the classification of merchandise, there are some 40,000 Treasury Decisions rendered by the

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Board of General Appraisers and the Court of Customs Appeals. Many of these decisions bear upon the merchandise before the Examiner for classification, so that in general he must be conversant with all of the decisions rendered.

THE SIZE OF THE EXAMINER'S JOB IN FIGURES

Statistics are always dreary, yet they throw some light on the volume of business. Prior to the war, the duties collected in the Chicago district amounted to about $1,000,000.00 per month. This was handled by eighteen Examiners. In the United States there was collected during 1913 some $312,000,000.00. Whether the duty was a few cents on a present, or thousands of dollars upon a cargo of merchandise, all passed through the hands of some Examiner for appraisement. His responsibilities and the importance of his work is thus indicated.

Although the responsibilities of an Examiner are great, his work is never dull. A constant cinema of the world's products is passing before his eyes, and many of his problems are fascinating. His one endeavor is to conscientiously collect for his employer, our own Uncle Sam, every dollar due on imports, and at the same time avoid collecting one cent not justly due from the importer.

MORE ATTENTION MUST BE GIVEN THE PERSONNEL

The machinery for the appraisement of merchandise and the collection of duties has been the subject of much thought, and many rules and regulations have been devised. Comparatively little thought, however, has been expended on the personnel of the service. That must change if the Customs Service is going to function in the most efficient manner. Appointing efficiency commissions and devising systems of records will never do it. We must begin with the man. He must have natural talent for his work, most important of which is, perhaps, a "sense of values," besides experience, tact, and intelligence. His personality must be such that he can meet the importer, many of them "captains of industry," on his own ground. Finally, but not least, his pay must be such that he is not going to suffer by comparison with the importer's chauffeur.

Why This Move in the Customs Service?

Employees much interested in action of Customs Efficiency Board in sending out individual questionnaire. Is it connected with reclassification of service? If so, principle of collective bargaining and right of employees to have a share in policies vitally affecting them have not yet been recognized.

THERE IS perhaps no other branch of the federal service in which there has been so great activity, or the employees of which have been so keenly alive to the need for standardization of positions and salaries, as the United States Customs Service.

BETTER CONDITIONS IN CUSTOMS SERVICE BADLY NEEDED

From time to time the last two years the national officers of our National Federation has received suggestions, appeals, and protests from the various groups of employees composing this important arm of the revenue-producing branch of the Government. About a year ago Vice-president Kinsell dwelt on the inability of the Secretary of the Treasury to make many needed reforms owing to the lack of funds, quoting at length the result of an interview he had at the time with former Chief Halstead. Since that time a valiant fight has been waged before Congress for the increased appropriation requested by former Secretary McAdoo and by Secretary Glass, but without success. Recommendations for this increase in the customs appropriation will no doubt be renewed by the incoming Secretary of the Treasury, for the reason that the urgency of the situation has not diminished.

In this connection, one of the matters which has interested the employees of the Customs Service has been the reclassification of the entire service, which, it was generally understood, would be effected by the Customs Efficiency Board. This proposition brought protests from various quarters solely on the ground that the principle of collective bargaining and the right of employees to have a voice in determining matters vitally affecting their welfare had not been recognized in the proposed plan.

QUESTIONNAIRE SENT OUT BY CUSTOMS EFFICIENCY BOARD

At the request of Vice-president Kinsell, the Executive Council in session at headquarters in November decided to defer action on these protests until more detailed information could be secured from the Customs Efficiency Board. We are now able to publish the following extracts from Treasury Department (Division of Customs) Circular Letter No. 481, as follows:

For the information of the Department in conducting an investigation of the personnel of the Customs Service with a view to standardizing positions and salaries, you are hereby directed to have the following data compiled and submitted with the reports and comments indicated:

1. An individual questionnaire to be prepared by each employee as of October 1, 1919.

2. Detailed lists of these questionnaires arranged in the form of rosters, showing the organization at each office and port in the district.

3. A consolidated statement of the total number of employees in each district and total compensation paid.

4. A detailed list of all positions vacant on November 1, 1919, which have not been abolished.

5. A list of the present official designations with recommendations for revision to simplify and reduce their number.

The report of the immediate superior on the questionnaire will include a statement as to the obvious physical fitness of the employee. Where there is a marked variance between the statement of duties by the employee and his immediate superior, the form will be reviewed and suitable comments made in the last indorsement by the chief executive officer.

Presidential officers are not required to file questionnaires, but their names will be included in the rosters hereinafter described.

Naval Office Districts:

Upon the completion of the individual questionnaires the forms will be numbered serially and detailed rosters prepared in the following manner:

The questionnaires of officers and employees in the collector's office at the headquarters port (excepting the outside force under the immediate supervision of the surveyor) will be grouped by divisions according to the existing organization of the office. In each division group the employees will be listed in blocks so as to keep each designation together and in order of their compensation. Persons temporarily transferred from one division to another will be listed in the division where actually employed on October 1, 1919, noting in the "Remarks" column the division from which taken. The indorsement by the immediate superior on such questionnaires will be made by the chief of the division where the person is actually employed October 1. When the questionnaires are thus arranged they will be numbered and listed in the roster in this sequence. Upon completion of the roster of the headquarters port the personnel at the ports of entry will be added to this roster in the same manner under a separate heading and series of numbers for each port.

Special Reports:

Special reports on the following subjects will be submitted by all Presidential officers.

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Recommendations with a view to simplifying the existing organization, reducing the number of divisions and consolidating co-related duties.

A statement of the policy followed in granting annual leave with pay.

(*a*) Do all employees receive at least 14 days' annual leave with pay?

(*b*) What limitations or restrictions are observed in considering applications for annual leave with pay in excess of fourteen days?

A detailed statement of the character and scope of the work performed for other departments, exclusive of duties pertaining to other departments which are a part of the usual customs procedure as well as special activities under the present war situation.

Additional comments are invited on any other phase of this inquiry looking to the standardization of positions and salaries and the general improvement of the Customs Service.

Vice-president Kinsell reports also as a result of his interview with members of the Customs Efficiency Board, that he will "be advised further as to what will be done with the questionnaires as soon as the department has determined what it will do in the premises."

Busy Meeting of Executive Council of National Organization

BEGINNING November 10, the Executive Council of our National Federation held an eight-day session at headquarters in Washington, with President Luther C. Steward in the chair and Secretary-Treasurer E. J. Newmyer also at his post. Every member of the Council was present. From beginning to end the sessions were crowded with business, largely the legacy of our September convention.

After careful consideration of the Myers amendment to the District of Columbia Police Salary bill, designed to prohibit affiliation of government employees "with any outside organization which uses the strike or which assists any other organization in the use of the strike in the adjustment of grievances," the Council went on record unanimously as adhering to our affiliation to the American Federation of Labor. (See page 709.)

LEGISLATIVE PROGRAM BASED ON ACTION OF CONVENTION

One of the most important matters dealt with by the Council was the building of the legislative program of our National Federation in the light of the deliberations of the convention. This program includes the following measures:

Nolan Three-dollar-a-day Minimum Wage bill.

General emergency salary increase. This provides for an increase of $480 a year for employees receiving base pay up to and including $2,500 per year, $360 for those in the grades between $2,500 and $3,500 per year, and $240 for the grades between $3,500 and $4,500 per year.

Reclassification bill, which will be drawn to carry out the recommendations of the Joint Reclassification Commission, the report of which will doubtless be made next January. This will be of vital concern to all federal employees, inasmuch as it is generally conceded that the reclassification of the government service within the District of Columbia is but the forerunner of similar treatment to be accorded the service as a whole throughout the United States.

Retirement. It will be recalled that the San Francisco meeting endorsed the pending Lehlbach-Sterling bill, with but very slight opposition.

Saturday half-holiday throughout the year for all civilian government employees.

Standardization of annual and sick leave so as to provide as a right, not a privilege, not less than 30 days annual and 30 days sick leave in every department of the Government.

Overtime pay—time and a half, with double time for Sundays and holidays.

The LaGuardia bill, providing pay for customs employees engaged in connection with loading and unloading vessels at night.

The Customs Inspectors' pay bill, granting an increase in the pay of Customs Inspectors.

Removal of restrictions on interdepartmental transfers at increased pay.

Relief of lighthouse keepers; Increased appropriation for the Service to the end that there may be employed at each station a sufficient number of men so that they will be required to work not more than eight hours a day.

Bonding of federal employees at government expense.

Increase from $4 *to* $6 *a day of traveling allowance* for government employees on official business.

Payment by the Government for moving household goods of employees transferred in the interest of the service.

Amendment of Lighthouse Service retirement law, providing for retirement of employees on permanent disability, or on application after thirty years of active service, regardless of age, at the same rates as now exist for retirement after the age of 65 years.

The Council approved the report of the Advisory Committee on Wage Policies recently made to the Joint Reclassification Commission, recommending the establishment of a minimum wage of $1,320 a year for civilian employees throughout the service.

REGULATIONS AS TO DISTRIBUTION OF "FEDERAL EMPLOYEE"

A motion was adopted to the effect that the various locals be notified that monthly lists of members on whom the per capita tax for the preceding month had not been paid should be furnished the National Office by the secretaries of such locals, these lists to reach the Secretary-Treasurer each month not later than the ——— (day to be fixed by him); otherwise the locals would be expected to pay promptly bills rendered by the National for magazines furnished to a value in excess of per capita tax paid for the preceding month.

In connection with the magazine it was further ordered that hereafter no magazines shall be sent new members until the National Office has been advised that dues of such members have been paid, and that the names of new members, with a statement whether or not their dues have been paid, should be listed on the reports of the various locals submitted immediately after their initiation. This action is in accordance with the provision in section 3 of article IX of the Constitution, "A copy of the magazine shall be furnished to each member of each local union under the regulations prescribed by the Executive Council, and the subscription price *deducted from the dues paid.*"

REFERENDUMS ON INSURANCE PLAN AND "FEDERAL EMPLOYEE"

Pursuant to the action of the San Francisco Convention the Executive Council decided that referendums should be taken as soon as practicable on the question of putting into operation an insurance system for our membership; also on the question whether the official magazine, THE FEDERAL EMPLOYEE, should be conducted hereafter as a weekly or a monthly. Accordingly, at this writing, the necessary material is being put into form for use in the referendum proceedings.

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A Social Center for Federal Employees a Paying Investment

The hundred thousand and more government employees in Washington are the victims of almost intolerable living conditions. Results to the Government—work less effectual than it should be and an abnormally high labor "turnover," with correspondingly high cost. This article points out very clearly the urgent need for developing a social center in Washington for the government workers.

By RODNEY H. TRUE

President of the Scientific and Technical Section of Local No. 2

TO ONE considering thoughtfully the personnel of the government service in the District of Columbia, one of its most striking characteristics is the fact that it consists, for the most part, of homeless people. Another striking feature is the average youth of those making up the government service. Both characteristics have been accentuated in the results brought about by the war. While this condition may change somewhat as time passes, with the adoption of an enlightened retirement policy the proportion of youth in the service may be expected to remain at a higher level than in times before the war.

POST-WAR CONDITIONS IN WASHINGTON FAR FROM IDEAL

Another factor calling for consideration is the housing situation. The town is crowded and few employees can afford to pay for homelike quarters. After even the tucked-up sleeping-room and the meals at restaurant and boarding house have been paid for, but little surplus is left.

We have, then, a city packed to the limit with homeless young people, and any consideration of conditions in the government service rests on this fundamental basis of fact.

Given the inconvenience of crowding, the worry of a narrow margin of financial safety, and the loneliness of relative isolation, we have a combination of conditions promising little good to the work of the Government. Unless an employee is seriously bent on study or on some other form of help, either for self or for others, there is little outside of office hours to hold him to the service. Hence it is not surprising that there is a very high percentage of "turn-over." As the novelty of "working for the government" wears off, the newcomer becomes gradually aware of the high prices required for food and for the cramped quarters, of the faultfinding, or sometimes heartless, exactions of landlord or landlady, and of the general cheerlessness of life in Washington far from familiar friends and surroundings.

Under these circumstances relief may be sought in the sometimes sterile amusement of the movies or in the dance halls of the city or its surroundings—sometimes merely on the street. This lack of suitable conditions for enjoying a normal social life detracts from the interest in the work, and nostalgia or an attack of the "blues" robs the service of a helper already more or less advanced on the road toward usefulness.

The chief injury due to resignations is seen when those who know their job and have already come to be depended upon leave their work. Again the weary tale of teaching a new one is repeated, to the setback of the work, to the detriment of the morale of the organization, and to the serious financial injury of the Government. It is probable that this constant loss of trained and of partially trained workers is one of the most serious financial drains sustained by the Government.

SOLUTION OF EFFICIENCY PROBLEM ALONG SOCIAL LINES

During the war period the social aspect of the efficiency problem was recognized in several branches of the service, and experimental social workers were placed on the regular salary roll. Through their efforts a markedly greater stability was seen in the personnel rolls. This same need still exists and will continue to exist so long as the service is recruited in great numbers from a distance. It is not the basis of any reflection on the churches and other existing social institutions to say that there is an urgent demand for some sort of a social center at which all that is practicable may be done to supply a need now so keenly felt by great numbers of employees.

In spite of the best intentions on the part of those in charge, social organizations seldom reach a full measure of success. This failure is likely to be due to a failure on the part of those for whom the effort is made to give full cooperation. Just why this is the case might be difficult to say. Perhaps the fact that it is "handed out" or sometimes "handed down" by someone else limits the cordiality of the reception. All will rally to something of "their own" developed and sustained by themselves, though perhaps it be humble. Cooperation on equal terms, a sharing of expenses and responsibility, may cost more in money than gratefully receiving a benefit from others, but there are few self-respecting people who will not choose the former. Hence the hope of the efficacy looked for lies in some form of social organization to be developed among the employees themselves.

SITUATION DEMANDS AMPLE FACILITIES FOR SERVICE NEEDED

Any plan intended to meet the requirements of the situation must be on a large scale, with generous and varied equipment. It would demand ample and permanent housing accommodations and should furnish facilities on a large scale for social, educational, and physical work. It will perhaps be worth while to discuss certain of these features more fully.

In view of the situation prevailing among employees, particularly among those relatively new to the service, social need is probably most to be emphasized. The requirements of this work would best be served by a building or by a group of buildings spacious enough to offer facilities to people, literally by the hundred. Several rooms should be provided with floors suitable for dancing, and victrolas or other acceptable sources of automatic music should be available for this use. Several kitchenettes provided with gas stoves should be ready for use at a moment's notice by those who may wish to invite friends to share a cup of tea. Comfortable and pleasant parlors should provide the opportunity to meet friends under right conditions, something so frequently denied to the renters of rooms in Washington houses.

To wish to meet others, especially those of the other sex, is natural and right for both men and women, and many a past tragedy and many a sad home return would have been avoided could young men and young women have had those opportunities to meet each other that are fairly due them. Happy homes and useful lives, as well as contentment, spring in part from right opportunity.

EDUCATIONAL WORK OFFERS GREAT OPPORTUNITIES FOR GOOD

At such headquarters much work of both social and educational value could be carried on. Amateur dramatics requiring a hall and stage with some equipment not difficult to pro-

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vide would be a valuable source of education and entertainment. Musical programs might be given by amateur organizations developed among the personnel of the service.

In addition to these activities in which the members themselves take the leading part, it would be practicable and desirable to offer lecture and concert courses. In other cities in which work comparable to that here contemplated has been undertaken it has been found easy to arrange with most eminent artists for programs which in interest sometimes much exceed that of the more stately performances. The writer has seen great musicians reply to the spontaneous applause of audiences like those here concerned with an enthusiasm not seen before those paying a much higher price for their genius. Likewise men of eminence are often pleased to address such audiences.

Along the line of more strictly educational work almost unlimited possibilities for usefulness appear. Everyone who is even slightly acquainted with the civil service knows the interest taken by many in self-improvement through study. The work of the higher institutions of learning in Washington strongly reflects this interest. In an organization composed of the government workers there are hundreds who would glady spend a part of their leisure time in some form of study. In the service are many specialists along many lines who would be glad to meet volunteer classes if opportunity for giving instruction were offered. Many former teachers, now in the government service, university men of eminence and experience, miss their former association with students and the stimulus of communicating their thoughts to others. It would be entirely possible, if experience elsewhere may be invoked here, to foresee the development of a civil service employees' university in which a great variety of work might be prosecuted by great numbers.

PROGRAM CALLS FOR BOTH MONEY AND MANAGEMENT

Obviously, the program here outlined must rest on a very material basis. It requires sufficient space convenient of access by car lines to all parts of the city. It assumes that this space may be ample enough to permit many forms of activity simultantously. Small rooms for small classes, larger rooms for larger groups, a large audience room for general gatherings, several comfortable parlors, limited kitchen facilities, some good floors, gymnasium facilities for both sexes, including if possible pools and shower baths—these would seem to be required for the realization of such a plan as that above outlined.

Certainly as important as any feature mentioned would be alert, sympathetic, tactful, broadminded, high-principled managers to take charge of such a work and such an equipment.

Obviously, too, this program calls for money, and many may think the sum unattainable. But in union there is strength. If Federal Employees Union No. 2, with its present membership of more than twenty-five thousand, and an annual income of more than one hundred thousand dollars, were to bend its energies toward accomplishing this end success would be already on the way.

PLAN SHOULD BE DEVELOPED ALONG DEMOCRATIC LINES

However, at the present time but about one-fourth of the civil employees of the District belong to the Union and even though its membership continues to increase at the present rapid rate, there is likely for some time to come to remain a considerable body of nonunion employees. Since the work to be done at this center would have for one of its chief objects the improvement of the entire civil service, participation in the responsibilities, as well as the benefits of such an institution should be open equally to all, whether members of the union or not. Since the success of the enterprise could be gained only through the application of democratic principles the direction would rest on the shoulders of a board on which union and nonunion employees should be fairly represented.

It seems essential for the success of the plan that its execution should be along distinctly democratic lines. The principles of self-government should find fullest expression. In this way it would be hoped that the weaknesses of bureaucracy and red tape might be avoided, and the full confidence of the body of the employees might be secured. Nothing more unfortunate could occur than the introduction of any sort of outside domination from any source.

Such an effort in social and educational conservation should go far toward making the government service attractive, and through the improvement in *esprit de corps* as well as through the useful training many would receive, the government service itself would be conserved.

THE GOVERNMENT SHOULD SHARE IN THE WORK

Since it seems certain that the Government is the chief ultimate beneficiary of this undertaking it would be but reasonable to expect that the Government itself should come into the partnership. Considerable areas of the town are now occupied by buildings put up during the war to satisfy the pressing needs of the times. As these requirements cease to exist the fate of these war structures will have to be decided. It would seem to be wise policy for the Government to devote some of this space to the uses noted above. Prominent among such buildings are the hotels for women situated near the Union Station. It is believed that an adequate group of these hotel buildings could be made to serve admirably the work here considered. If those in authority could be prevailed upon to devote such a group to this service, the employees, even those belonging to the union, should be able to raise a considerable part of the money needed to equip and maintain them for the use of the employees in undertaking some such a program as that here suggested.

IMPROVED MORALE AND WORK OF EMPLOYEES ANTICIPATED

Should this undertaking work out as is here anticipated, the immediate result would be seen in a substantial increase in contentment and happiness among the employees. With this influence established as one of the living conditions of the city, the improved morale could not but be immediately reflected in the improved tone in the government work shown among other ways through a reduction in "turnover."

Reconstruction Suggestions

(*Continued from page 726*)

clinics where the poorer classes could obtain the advantage of medical treatment by specialists at a reasonable cost would likewise seem to have become a necessity.

RIGHT OF LABOR PARTICIPATION IN INDUSTRIAL MANAGEMENT

The right of labor to organize and to deal with employers through representatives, it is to be hoped, will never again be called in question by any considerable number of employers. In addition to this, labor ought gradually to receive greater representation in what the English group of Quaker employers called the "industrial" part of business management—"the control of processes and machinery; nature of product; engagement and dismissal of employees; hours of work, rates of pay, bonuses, etc.; welfare work; shop discipline; relations with trade unions."

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Teachers and Organized Labor

By CHARLES B. STILLMAN

President of American Federation of Teachers

The entrance of the American teachers into the field of organized labor is one of the most significant and promising signs of the day. President Stillman here sketches in outline the development and achievements of his youthful organization, stressing its solidarity with and indebtedness to organized labor. He speaks too of the greatest needs of our teachers and sounds a timely warning against a real danger—reactionary control of our school system.

(From the *American Federationist*)

ORGANIZED labor has been the most aggressive supporter of the public schools since their establishment. The teachers are at last realizing that as workers their place is with the other workers of the country, and that it is their duty to the schools to align themselves with the labor movement, the most powerful and progressive democratic force in our national life, and the force most vitally and intelligently interested in public education. During the past year the American Federation of Teachers has grown rapidly in numbers and influence and has successfully entered new fields. Within that short period it has increased fivefold both in total membership and in number of locals, its roster now including over one hundred organizations, representing every section of the country, and all classes of public school teachers. Ten of those locals consist of members of the faculties of leading universities and normal schools. A parallel development in a kindred field is the recent affiliation with the NATIONAL FEDERATION OF FEDERAL EMPLOYEES of 1,200 of the leading scientists of the country in the various scientific bureaus at Washington.

THE CAUSE STEADILY GAINING GROUND—TYPICAL VICTORIES

It is significant of the wholesome breaking down of the traditional prejudices of the so-called professional groups that in the overwhelming majority of cases boards of education and superintendents of schools welcome the new possibilities for closer contact and cooperation with the community opened up by the affiliation of the teachers with the American Federation of Teachers. But there are, of course, several instances of controversies resulting from the inability of some school authorities to adjust themselves promptly to an attitude of self-respect and a unity of action on the part of the teachers, so startling in its contrast with their traditional meekness and helplessness.

There is the example of Murphysboro, Ill., where the school board for years withheld 10 per cent of every teacher's salary each month until the end of the year. This year, through their organization and affiliations, the Murphysboro teachers were able to demonstrate the value of collective

CHAS. B. STILLMAN

bargaining. When the teachers received their usual individual contracts to sign, they deposited them with the secretary of their local, and submitted substitute contracts to the board providing for a longer school year, an increase in salary, and the elimination of the vicious 10 per cent "hold-back." After negotiations the board signed the contracts prepared by the organized teachers.

There is the case still pending in Peoria, Ill., where a committee of the school board, resenting pointed criticism of itself by mere teachers, and an appeal over its head to the public, dropped the chairman of the organized teachers' salary committee which has conducted a vigorous and successful campaign for a $250 salary increase, though with the statement that the board favors unions, and that union activity did not influence its action. In Memphis action by the Central Trades Assembly secured payment of back salary that had long been promised the teachers. In St. Paul, where a year ago there was considerable friction, there is now effective cooperation between the teachers' unions and the central labor body and the school authorities. With the active assistance of organized labor the charter limitation on expenditures for school purposes was recently removed. In Washington, our capital city, the organized teachers have been able to secure substantial increases for all teachers, and more than 100 per cent increase in the minimum salary of grade teachers, in addition to such administration reforms as reduction in size and number of classes and improvements in the methods of rating teachers.

ACHIEVEMENTS OF ORGANIZATION—HELP FROM ORGANIZED LABOR

Similar achievements could be cited for the locals of the American Federation of Teachers in all sections of the country, if space permitted. In brief, they have secured material increases in teachers' salaries, important reforms in school administration, the election of progressive boards of education, and the enactment of such legislation as provisions for continuation schools, for free text-books, for increases in school revenues, and for tenure of position. And everywhere the teachers have found their staunchest ally in organized labor, that great, articulate body of parents who are determined that sufficient school revenues shall be found to give the children an educational square deal.

That determination is shown not only locally, but nationally by the support given by the American Federation of Labor to the Smith-Towner bill revised which now, owing to the amendments to the original Smith bill made at the request of the American Federation of Labor and the American Federation of Teachers, provides federal aid in increasing teachers' salaries, and absolutely safeguards state and local autonomy in school administration.

HIGHER SALARIES AND MORE DEMOCRACY BOTH URGENT NEEDS

But while substantial increases in salaries is the most immediately urgent need for the schools and the teaching calling, it is only one. In order to prepare for democracy our schools must be democratized. At present they are organized along the lines of a hierarchy; the teacher too often feels herself a mere cog in a machine. Through giving the teacher a democratic voice in the conduct of the

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schools, the value of the initiative and experience gained in the teachers' daily contact with the pupils in the class-room must be saved for the schools and the community. Misgoverned American cities constitute one of the chief indictments of our public schools. The teachers have failed to prepare more effectively for citizenship in a democracy, not only because of their meager contact with democracy in the school administration, but because in the past they have prided themselves on their seclusion, on their aloofness from the realities of community life. They could not prepare pupils for a life of which they were themselves ignorant. The union teachers are working as energetically and with as cordial support from organized labor, for these more intangible ends as for salary increases.

The teachers feel that they have little to offer in return for Labor's great services to themselves and their calling, which is so essential to public welfare. But their chief return, the return that organized labor most desires and cooperates most earnestly in securing is the increased efficiency of our public schools in preparing the children of all the people for intelligent participation in the political, economic and social life of the community.

WARNING AGAINST REACTIONARY CONTROL OF OUR SCHOOLS

Reactionary interests are endeavoring to gain control of our schools, knowing that is the most certain method of insuring control of the America of tomorrow. The teachers and organized labor are awakening to the danger. Our future citizens, during the impressionable years of their school life, must be educated to do their own thinking, to question sweeping statements unsupported by trustworthy evidence, to base their actions on facts and their own conclusions, rather than on prejudice. And this essential preparation for self-government can be given only by teachers who themselves have a living consciousness of the obligations and privileges of American citizenship, who live and work in an atmosphere of freedom and self-respect, and who are in close touch with the economic and civic life for which they are supposed to be preparing their pupils. Through organization and affiliation with the labor movement teachers are moving forward toward that high goal.

The Hammerer

The man who knocks, for many a day,
May wield the hammer, fiercely gay.
But soon or late, the time will come
When it will slip and mash his thumb.

The Homes of Congress

By FRED MYRON COLBY
(In the Beacon)

VISITORS to the Capitol at Washington probably never stop to think but that Congress has always been thus splendidly lodged. The truth is, however, that Congress has had many homes, and at the first was content to be very humbly housed until it grew in magnitude as a legislative body. It will be interesting to the young folks, and perhaps some older ones as well, to glance for a few moments at these early homes of the American Congress.

The first Congress, that historic Congress of 1774, met in Carpenter's Hall, Philadelphia. The building, a quaint-looking structure built of glazed bricks brought from the mother country, still stands in the Quaker City, and shares equal honor with Independence Hall. Here Congress convened from September 5 to October 1—four weeks of tumultuous wrestling with the vexing questions of that time. There was no thought then of disloyalty to the mother country. To humbly petition for redress of grievances, and to be united as to what those grievances were, and the proper manner in which to present their remonstrances—these were the principal objects of our first Congress.

In 1775 and 1776 Congress assembled in the State House at Philadelphia, ever since called Independence Hall. It is the center of a line of ancient buildings, called State House Row—a large, two-story building of brick with a steeple and spire. The large eastern room of the lower floor was the one occupied by Congress, and a large collection of Revolutionary relics are gathered there for the benefit of visitors, among which is the famous bell which once hung in the tower, and which declared the passing of the Declaration of Independence, on that long-ago Fourth of July, 1776.

On the 20th of December, 1776, on account of the approach of the British and Hessians, Congress adjourned to Baltimore. They met in a large building on Baltimore Street, which stood till the time of the great fire in 1904. John Adams says of this building in his Journal: "The Congress sits in the last house at the west end of Market St. [as Baltimore St. was formerly called] on the south side of the street; a long chamber with two fire-places, two large closets and two doors. The house belongs to a Quaker, who built it for a tavern." It was at this place that Congress passed an act declaring Washington in all military matters virtually dictator.

In February, 1777, Congress was back again in Independence Hall, but the following autumn they retired to York, Pa., where they sat from September, 1777, to July, 1778. The next home of Congress was at Nassau Hall, Princeton, N. J. It was a brick building, and was erected in 1757, and named by Governor Belcher after King William the Third of the house of Nassau. A college of learning, it was used both as a barrack and a hospital as well as the seat of Congress. The hall was destroyed by fire in 1802, but a new building was erected on its site. Congress was in session here till it adjourned November 26, 1783, to meet at the city of Annapolis, Maryland.

The state house in which it met is still standing, but is now surmounted by an elaborate dome. It was in this building that Washington surrendered his commission and command to General Mifflin, the president of that body. Congress assembled here several times, and them for several years it met at Federal Hall, so called, in New York.

Federal Hall was still the home of Congress when our Government was organized in 1789, and Washington's first inaugural was delivered from its balcony. The sub-treasury building stands on its site today, and a magnificent bronze statue of Washington graces the spot.

In 1791 Congress once more removed to Philadelphia, to remain there until it should have a permanent home on the Potomac. It was 1793, September 18, that Washington laid the corner-stone of the present Capitol building at Washington, D. C. The north wing was ready for occupancy by Congress November 17, 1800. The south wing was finished in 1808, and the House of Representatives convened there till 1814. On August 24 of that year the interior of both wings was burned. The reconstruction of the wings was begun in 1815, and Congress was in session there again in 1817.

The old hall of Congress, now known as the National Statuary Hall, used from 1817 to 1857, is unrivaled in its way. It witnessed the triumphs of Webster and Clay, Randolph and Calhoun, Adams and Corwin, and other leaders of the republic. It is an impressive Greek chamber of noble dimensions, now adorned with statues of the nation's most illustrious sons.

An act passed Sept. 30, 1850, provided for the extension of the Capitol. The corner-stone of the extension was laid July 4, 1851, by President Fillmore, and an address was delivered by Daniel Webster. It was finished in 1857, and the noble halls now used by Congress are not surpassed in the world in size or magnificence.

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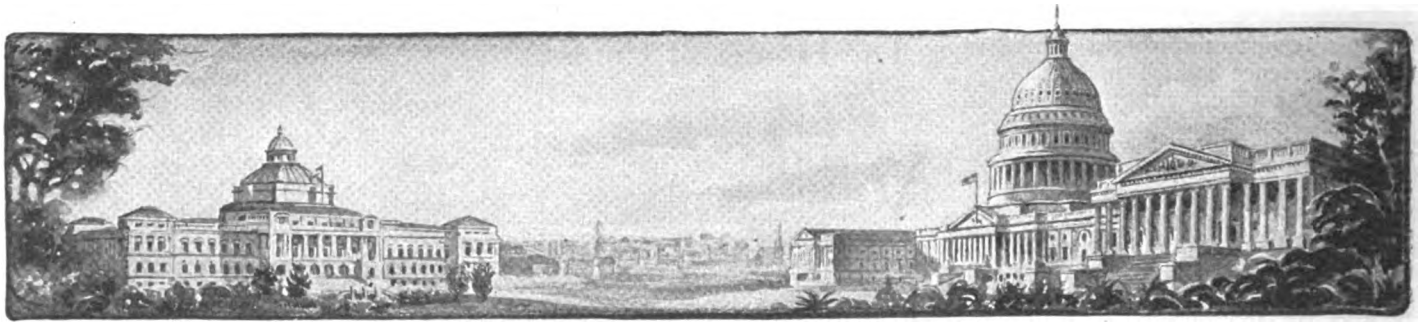

Editorials

TWO GREAT CHURCHES ON LABOR PROBLEMS

Considerable space in this issue is given to the notable declarations emanating, respectively, from the Committee on Special War Activities of the National Catholic War Council and the Methodist Federation for Social Service, the latter having reference only to collective bargaining, and we do not know any use to which the space could have been better put. Both of these documents ring true in the large to modern and humane conceptions and bear strong witness to the power with which the plea of Labor for justice and fair dealing appeals to the conscience of the great religious bodies of our land.

On the subject of wages the Catholic pronouncement is direct and to the point:

"The general level of wages attained during the war should not be lowered. In a few industries, especially some directly and peculiarly connected with the carrying on of war, wages have reached a plane upon which they cannot possibly continue for this grade of occupations. But the number of workers in this situation is an extremely small proportion of the entire wage-earning population. The overwhelming majority should not be compelled or suffered to undergo any reduction in their rates of remuneration. . . . Wages on the whole should not be reduced even when the cost of living recedes from its present high level.

"Even if the great majority of workers were now in receipt of more than living wages, there are no good reasons why rates of pay should be lowered. After all, a living wage is not necessarily the full measure of justice. In a country as rich as ours, there are very few cases in which it is possible to prove that the worker would be getting more than that to which he has a right if he were paid something in excess of this ethical minimum. Why, then, should we assume that this is the normal share of almost the whole laboring population? . . . On grounds both of justice and sound economics, we should give our hearty support to all legitimate efforts made by labor to resist general wage reductions."

No less emphatic is this statement from the same source with regard to collective bargaining:

"The right of labor to organize and to deal with employers through representatives it is to be hoped . . . will never again be called in question by any considerable number of employers. In addition to this, labor ought gradually to receive greater representation in what the English group of Quaker employers have called the 'industrial' part of business management—'the control of processes and machinery; nature of product; engagement and dismissal of employees; hours of work, rates of pay, bonuses, etc.; welfare work; shop discipline; relations with trade unions."

The minimum wage as viewed by the Catholic authority would, it is feared, shock certain publicists of the day:

"The several states should enact laws providing for the establishment of wage rates that will be at least sufficient for the decent maintenance of a family, in the case of all male adults, and adequate to the decent individual support of female workers. In the beginning the minimum wages for male workers should suffice only for the present needs of the family, but they should be gradually raised until they are adequate to future needs as well."

It is equally gratifying to find the voice of Methodism, speaking through the General Conference of 1916, expressing the conviction that—

"The first method of realizing democracy in industry is through collective bargaining. This gives wage-earners as a group the right to determine in conference with their employers the terms and conditions of employment.

"The principle of collective bargaining being generally accepted, the urgent question is what method shall embody it. To recognize the principle without supporting some method that will make it effective is but to mock the hopes and

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struggles of the workers with barren words and to deserve their indignation and contempt."

Much more might be quoted with advantage from the admirable documents above cited. If the brief extracts here reproduced will cause the reader to peruse their entire contents he will be will repaid.

NFFE

MR. BLANTON AND THE F. E. U.

Our loquacious friend, Judge Blanton, of Texas, the hero of the "Sidney and Helen" episode so unfeelingly laid bare by his colleague, the Honorable John I. Nolan, was recently the subject of comment in the editorial columns of *The Washington Herald.* Our contemporary first takes Judge Blanton to task for having failed ignominously to "deliver the goods" in fulfilment of a promise made to a constituent that he would see to it that Congress should meet at 9 o'clock in the morning.

"The sum total of his obstinacy," says the *Herald,* "has been to reduce his influence to the lowest minimum, to enhance his reputation as a demagogue and to have him marked by leaders in both political parties as an obstructionist without equal in the last generation.

"His program of impediment has also been directed against the government employees because of his intense hatred of the Federal Employees' Union and of anything that savors of unionism.

"Through parliamentary objections he threatened to deny the District policemen the raise to which they are justly entitled and forced the House conferees on the bill to secure a special rule to insure its final favorable consideration.

"Some people there are who believe that every government employee has a sinecure, that he draws prodigal compensation from the Federal Treasury without an equivalent of effort and that his major idea in life is more pay and shorter hours. The attitude of Representative Blanton serves to strengthen this mistaken belief.

"The Federal Employees' Union has been of substantial aid to the government worker, but in bettering working conditions and wages it has benefited the country through improving morale and fostering a satisfied working force.

"The employees' organization should not be regarded as a menace to progress. It has not, nor does it desire, the right to strike. It has accomplished its results by direct petition to Congress. Congress alone has the right to finally decide whether its requests are excessive or just. Representative Blanton in his continued objections thus reflects, inferentially at least, upon his colleagues."

HENDERSON LECTURE TOUR POSTPONED

The Editor of THE FEDERAL EMPLOYEE announces with great regret that he has received a letter from the Executive Secretary of the American Labor Party of Greater New York, announcing that the proposed lecture tour of the Right Hon. Arthur Henderson, M. P., one of the foremost labor leaders of Great Britain, has been postponed until spring.

Arrangements had been made to have Mr. Henderson speak in Washington under the auspices of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, some time in November. It seems, however, that certain issues have been brought into the foreground by the British Government which compel the presence in London of every Labor Member of Parliament.

Why should the Government worry about the coal situation? Are there not newspaper editors and correspondents within less than a hundred miles (for good measure) of the White House who are cocksure precisely how the coal strike should be settled? In fifteen minutes we could nominate a commission of three of these gentlemen who, on their own admission, know just what should be done. An easy way out of the whole trouble seems to have been overlooked.

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The National Federation of Federal Employees

Affiliated to the American Federation of Labor

Objects and Methods

SECTION 1. The objects of this Federation shall be to advance the social and economic welfare and education of the employees of the United States and to aid in the perfection of systems that will make for greater efficiency in the various services of the United States.

SEC. 2. The methods for attaining these objects shall be by petition to Congress, by creating and fostering public sentiment favorable to proposed reforms, by cooperation with government officials and employees, by legislation and other lawful means: **Provided, that under no circumstances shall this Federation engage in or support strikes against the United States Government.**

—From the Constitution of the N. F. F. E.

ORGANIZATION FOR THE WORKERS

PRESIDENT WILSON

"If there is not a right, on the part of the working man, to organize, then there ought not be a right on the part of capital to organize. It is the organization that makes capital strong, and it is not fair, from the legal point of view, or any other point of view, to prevent the rest of men dealing with capital from getting strength with organization that only organization brings."

EX-PRESIDENT ROOSEVELT

"If I were a factory employee, a workingman on the railroads or a wage-earner of any sort, I would undoubtedly join the union of my trade. If I disapproved of its policy I would join in order to fight that policy; if the union leaders were dishonest I would join in order to put them out. I believe in the union and I believe that all men who are benefited by the union are morally bound to help to the extent of their power in the common interests advanced by the union."

EX-PRESIDENT TAFT

"The right of workers to organize in trade unions and to bargain collectively through chosen representatives is recognized and affirmed. This right shall not be denied, abridged or interfered with by the employers in any manner whatsoever.—*From program of National War Labor Board, of which Ex-President Taft was one of the two chairmen, representing the public.*

THE FEDERATION'S BIG CONSTRUCTIVE PROGRAM

The legislative measures now on the Federation's calendar include (see page 729):

(1) The Nolan Three-dollar-a-day Minimum Wage bill.

(2) The Retirement bill.

(3) Repeal of Law Restricting Transfers at Increased Compensation.

(4) General emergency salary increase (see page 729).

(5) Saturday half-holiday throughout the year.

(6) Overtime Pay.

(7) Extension of Jurisdiction of the Reclassification Commission to Cover the Entire Field.

To this will shortly be added the report of the Reclassification Commission, which must be laid before Congress for enactment into law. These are all comprehensive measures and by themselves make up a big schedule.

An Employment Management Department for the Government

To that schedule, however, it is recommended that another big general measure be undertaken, namely, the establishment of a central agency to handle personnel matters for all departments of the Government, including appointments, promotions, demotions, dismissals, general conditions of employment, a training school for executive positions, and a comprehensive promotion system. This would mean either the expansion and revision of the functions of the existing Civil Service Commission or the setting up of an entirely new organization, comparable to the employment management department of an industrial establishment. It would necessarily involve revision of the civil service law. And it should provide for a governing body composed of representatives of the Administration, the employees, and the general public.

This Program should command the active and enthusiastic support of every civilian employee of the Government.

Get Behind this Program and the Organization that is Fighting for it and Help to Carry it to Victory.

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DELEGATES AND VISITORS TO THE FIRST INTERNATIONAL CONGRESS OF WORKING WOMEN
Guests of Federal Employees Union No. 2, Washington, D. C., at Mount Vernon, Nov. 3, 1919

The Great Women's Congress

For the first time in history the working women of the world meet in conference, in our Nation's Capital. Large questions vitally affecting the toilers of all countries—the eight-hour day, child labor, women's employment, unemployment, and maternity insurance—are considered and passed on. The Congress has been made a permanent body, with the international offices in Washington.

By ALICE HENRY

WORKING women from twelve nations, through their representatives sent to Washington for the purpose on invitation of the National Women's Trade Union League of America, have just concluded the First International Congress of Working Women ever held. Dressmakers, embroiderers, textile workers, glove-makers, shoe-workers, munition workers, telephone operators, saleswomen, printers, office-workers, newswriters, school teachers —delegates bearing credentials from trade-union organizations in Canada, Great Britain, France, Belgium, Norway, Sweden, Italy, Poland, Czecho-Slovakia, Argentina, India, and the United States, met in the auditorium of the United States National Museum in Washington during the week of October 28 to November 6, and discussed industrial standards from an international standpoint. Then they drew up a set of resolutions expressing their demands upon those subjects and presented those demands to the men of thirty-four nations who are holding the official, governmental International Labor Conference of the League of Nations, just a few blocks away.

THE INFLUENCE AND BIG TOPICS OF THE GATHERING

There are no women delegates to the International Labor Conference of the League of Nations. That is one reason why the International Congress of Working Women was held. But the women's resolutions have obtained, it is said, a most respectful hearing at the official conference. This, after all, is not unnatural, since in all but four, soon to be only three, of the countries represented in the women's congress women vote and will have to vote on whatever is submitted to their countries as proposals resulting from the official conference.

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Furthermore, to men who are having to battle for an international eight-hour day, for example, there is something substantial about the support that is to be found in a unanimous demand from the organized working women of twelve nations for an unequivocal forty-four hour week.

This was the demand voiced in the first resolution adopted by the International Congress of Working Women. The others, taking up the topics on the agenda of the International Labor Conference of the League of Nations, dealt with child labor, women's employment, unemployment, and maternity insurance.

THE ORIGIN AND ASSEMBLING OF THE CONGRESS

The National Women's Trade Union League of America took the initial steps toward an international meeting of working women at its convention in Kansas City over two years ago. As soon as the armistice was signed plans were set on foot to invite the delegates from other nations to meet in Washington, and to meet ahead of the official Labor Conference, in order to place before that body the well-considered recommendations of the working women of the world.

All initial difficulties having been overcome, the congress met in the auditorium of the New National Museum Tuesday, October 28. Mrs. Raymond Robins, as president of the hostess organization, was in the chair and welcomed the delegates. She presented for consideration the very simple legislative program prepared by the Labor Commission at the Peace Conference in Paris, and representing part of the larger program to be considered by the Labor Conference called by the League of Nations. "In the very simplicity of the program lies its significance," she added "as certain preliminaries of civilization must be achieved before the democratic purpose of life can find its expression."

The delegates were welcomed to America by the Secretary of War; Miss Mary Anderson, chief of the Women's Bureau in the Department of Labor, and Secretary of the National Women's Trade Union League Committee on International Relations; Mr. Luther C. Steward, president of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, the largest trade-union organization in the National Capital; Miss Mary Van Kleeck, the former chief of the Women's Bureau; Miss Jane Addams; Miss Julia Lathrop, chief of the Children's Bureau; and Dr. Alice Hamilton, professor of Industrial Hygiene at Harvard University.

SOME OF THE DELEGATES TO THE CONGRESS

Visiting delegates from American trade unions, and from women's organizations such as the Y. W. C. A. and the Consumers' League, delegates to the International Labor Conference of the League of Nations and their technical advisers, together with other interested men and women from all over the country, attended the congress daily throughout its sessions. The list of delegates included: Alicia Moreau, representing the Union of Telephone Operators of Argentina; Berthe Delalieux and Victoire Cappe, representing the Confederation of Free and Christian Trade Unions of Belgium, from Belgium; Margaret Bondfield and Mary MacArthur, representing the Standing Joint Committee of Women's Industrial Organizations from the British Empire; Kathleen Derry, representing the Canadian Trades and Labor Congress from Canada; Marie Majerova, representing the Women's Labor Unions from Czecho-Slovakia; Louisa Landova-Stychova, representing the Syndicate of Working Women from Czecho-Slovakia; Georgette Bouillot and Jeanne Bouvier, representing the National Federation of Clothing Workers of France and the Colonies; Ptarvalikia Athavale, representing Working Women of India; Laura Casartelli Cabrini, representing the Federation of Textile Workers of Italy; Betzy Kjelsberg, representing the Women Telegraphers' Union and Women's Trade Union League of Norway; Sophia Dobranske, representing the Office Workers' Union, of Poland; Felixa Konopska, representing the Trade Union of Needle Workers of Poland; Yadwiga Lukasiuk, representing the Union of Tailoresses of Poland; Constancia Olschewska, representing the Textile Workers' Union, Lodz, Poland; Alma Sundqust, representing the Trade Organization of Social Democratic Women from Sweden; Mary Anderson, Fannia Cohn, Elizabeth Christman, Agnes Nestor, Julia O'Connor, Leonora O'Reilly, Lois B. Rantoul, Margaret Dreier Robins (Mrs. Raymond Robins), Rose Schneiderman, Maud Swartz, from the United States, representing the National Women's Trade Union League of America.

The two youngest republics represented, Czecho-Slovakia and Poland, sent delegates who are representatives of their country not only as workers, but of its public life. Madame Stychova is a member of the National Assembly of Czecho-Slovakia, and Madame Majerova of the City Council of Prague, both of them elected by labor constituencies. Mlle. Konopska, embroidery worker, was a candidate for the Polish Parliament on a labor ticket at the last election.

THE EIGHT-HOUR DAY ENTHUSIASTICALLY CHAMPIONED

An immense amount of helpful information was given in the reports from the representatives of the visiting countries as to the legislation they had attained, and the laws that were still being asked for. Enthusiasm for the eigth-hour day was unanimous all the time, and the prospect of its universal application to agriculture gave rise to a good deal of discussion. The splendid organization of the Italian workers has placed that country in the proud position of being the first to include agricultural workers under an eigth-hour law. France has now an eigth-hour day with modifications. There has to be a contract drawn up in each industry between employers and workers.

Farm work in Poland will be carried on by two shifts of workers, if the eight-hour bill soon to be presented to the Polish National Assembly is passed. The clause concerning agriculturalists provided for one-shift working from 4 a. m. until 12 a. m., with a second shift of workers from 12 a. m. until 8 p. m. In this way all farm work could be done, it is argued, and the workers guaranteed a working day of equal length with that in other occupations. The bill is being introduced by the Agricultural Co-operative Society of Poland, according to Madame Constancia Olchewska of Lodz, the delegate from the Polish Textile Workers' Union. Italy has adopted the shift system, while France has decided upon a basic eigth-hour day, providing that the farm laborer work so many hours in the year, the length of the working day changing according to the season.

The delegations from the United States, France, and Poland declared themselves as committed to the abolition of all home work. Mlle. Felixa Konopska, from Poland, stated that her own union—the needle workers—refused to permit home work to be given out from the factories. Dr. Tomo Inouye from Japan, one of the visiting delegates, pointed out the dangers of home work in her own country and declared that the women of Japan wanted the eight-hour day, as did the working women of all other lands.

The resolution adopted by the Congress relating to the EIGHT-HOUR DAY AND FORTY-FOUR HOUR WEEK reads as follows:

"The First International Congress of Working Women requests the First International Congress of Labor of the League of Nations that an International Convention established:

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1. For all workers a maximum eight-hour day and a forty-four hour week.
2. That the weekly rest period shall have an uninterrupted duration of at least one day and a half.
3. That in continous industries a minimum rest period of one-half hour shall be accorded in each eigth-hour shift.

STANDARDS SET UP WITH RESPECT TO CHILD LABOR

The resolution on child labor requested that the First International Congress of Labor of the League of Nations establish such standards as these: Sixteen as the beginning of the wage-earning life; that the child must have completed his elementary education, and be pronounced of normal development and physically fit for work; that no minor be employed between 6 p. m. and 7 a. m. nor in hazardous or dangerous occupations; and that compulsory continuation schools be provided up to the age of 18 years.

PROVISION FOR ADEQUATE MATERNITY INSURANCE DEMANDED

The subject of Maternity Insurance gave rise to some of the liveliest arguments of the week. There was a unanimous desire for maternity insurance, but the difficulty was to draft a resolution which, while setting up international standards of care which should cover real needs, should also fit into the legislative machinery, not to speak of the public opinion and the individual customs of each particular country. This was in the end settled by leaving the method of administration to the individual nations to determine. The other clauses follow. They ask that:

2. No woman shall be employed for six weeks before or six weeks after childbirth.

3. Every woman shall be entitled during maternity to free medical, surgical, and nursing care, either in a hospital or at home, and also to a monetary allowance.

4. The monetary allowance given to mothers shall be adequate for the full and healthy maintenance of mother and child during the aforesaid period.

5. In each country, government commissions shall be created to study the best methods of maternity and infant care, and to devise and put in operation effective methods of securing such care.

6. A bureau shall be established in the Labor Office of the League of Nations to collect information on the best methods of maternity and infant care, such information to be furnished to countries represented in the Labor Congress.

CONGRESS ADVOCATED REDUCTION OF NIGHT WORK TO MINIMUM

The resolution on night work adhered to by the Berne Convention of 1906, prohibited night work for women in all industrial employment, but further urged that night work should be prohibited by law for men, except in so far as it may be absolutely necessary through the special nature of, or the continuity of the industry or in some essential public service. Night work to be defined as the hours between 9 p. m. and 6 a. m.

HOW THE UNEMPLOYMENT PROBLEM WAS DEALT WITH

The most important items in the resolution touching unemployment were the proposals that a Special Bureau of Employment be established in the International Labor Office to collect and give out information, also a free employment service for each nation controlled by the government; that public contracts be utilized so as to minimize rather than increase unemployment, and that both in the International Labor Office and all national and local labor offices there must be a woman as director of the departments specifically relating to women.

MRS. RAYMOND ROBINS
Pres. of the National Women's Trade Union League

OTHER IMPORTANT TOPICS DEALT WITH BY THE CONGRESS

Very closely related with this was the resolution asking the League of Nations to appoint a committee to consider and plan for the equal distribution of the raw materials existing in the world, as well as the international regulation of maritime transport, as this normally determines the increase of price of the raw materials in countries removed from the locality of production.

As the migration of people is an element that must enter into the consideration of any plan for wise employment of labor power, and the prevention of labor waste, the women consider that its twin factors, emigration and immigration, should be regulated by labor treaties, through agreements between the governments concerned and the trade unions.

In all three of these, which were among the most important resolutions adopted, rang like a clarion call the note of the new, large outlook upon a world that one day will be as orderly and efficient in its housekeeping arrangements as it is today archaic and wasteful. Those delegates who came from the countries most ravaged by war all spoke as if that was left behind save in the disastrous results to the child life of the rising generation. They all had the forward outlook.

Delegates to Women's Congress at Mt. Vernon

LOCAL No. 2 had as its guests Monday afternoon, November 3, on a trip to Mount Vernon, the Delegates and interpreters to the First International Congress of Working Women, the Board of the National Women's Trade Union League of America, who invited the Congress, and the women of the Y. W. C. A., who helped to make it a success.

The committee, tagged with ribbons of flag blue, fastened with the Union pin, were on the dock in full force to welcome the guests, with the exception of the chairman, who was unable to be present.

The weather was propitious and everything combined to make the outing an ideal one. Moreover, it was historical, marking, as it did, the visit to the home of the first President of the United States of America of the splendidly representative women delegates to this first (but not last) International Congress of Working Women, coming from nineteen nations, only three being among those classed as English-speaking people.

IMPRESSIVE EXERCISES HELD AT MOUNT VERNON

At Mount Vernon a group picture was taken, each guest being later presented with one as a souvenir of the occasion. [This picture appears on page 737.]

Several of the delegations brought flowers, and when the Superintendent of Mount Vernon was so advised he gave instructions to open the gates of the tomb and allow the delegates to enter. This meant a great deal to our visitors, especially to the delegates

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from the new republics of Czecho-Slovakia and Poland, who briefly, but with well-chosen words, paid tribute to George Washington and reverently laid their flowers on his grave.

Mrs. Raymond Robins, President of the National Women's Trade Union League, on behalf of all the women present, laid flowers on the grave of Martha Washington.

GOOD FELLOWSHIP RULES ON THE RETURN TRIP

Through the courtesy of the boat management, we were allowed to rope off part of the rear upper deck on the return trip and there to serve tea, coffee, sandwiches, and cakes. This bit of hospitality dispersed every vestige of formality and made us truly one family, speaking the universal language of hand to hand and heart to heart.

The acting chairman of the committee expressed the pleasure we felt in having these women as our guests and introduced individually each member of the committee.

The announcement was made that while the women of Local No. 2 were acting as hostesses the men were hosts and the visitors thoroughly appreciated this fact. Each nation expressed its pleasure and thanks in a felicitous manner, and, as the remarks were translated into various tongues, we were nearing the Washington City wharf almost before we knew it. "Auld Lang Syne" was sung, the entire party clasping crossed hands and forming a circle. After that national songs of many lands were sung, ending with "The Star Spangled Banner."

THOSE IN CHARGE OF THE DAY'S ARRANGEMENTS

The committee in charge of the arrangements was: Lillian M. Lewis, Department of Labor, chairman; Miss Frances N. Osburn, General Land Office, Interior Department; Beatrice Bulla, Department of Commerce; Miss Cathryn Chaloner, Bureau of Vocational Education; Mrs. Katherine Donovan, Mrs. Lillian A. King, Miss Jessie Dell, War Department; Miss Mary Burr; Miss Florence P. Smith, Department of Agriculture; and Miss Juliette S. Stebbins, Treasury Department.

Collective Bargaining as Viewed by a Great Church

A remarkable pronouncement just issued by the Methodist Federation for Social Service in which reactionaries will find little comfort. The Methodist Church is here definitely aligned with the advocates of democracy in industry.

THE Executive Committee of the Methodist Federation for Social Service has issued to the press the statement which follows. This was adopted by the following vote: In favor, 7; not heard from, 2; not voting, 2.

THE INDUSTRIAL CRISIS NOW CONFRONTING THE NATION

The nation now faces a grave industrial crisis. This crisis comes to a head over the issue of collective bargaining, first in the steel industry and then in the Industrial Conference recently held in Washington.

LABOR'S ENEMIES SEEK TO DESTROY ITS WAR GAINS

It is manifest that certain leaders of finance and industry, who have long and successfully denied to their employees the right to organize, are determined at any cost to destroy the gains in labor organization that have come through the increased application of collective bargaining in war industries. That these men believe the autocratic control of industry by capital to be a moral principle makes their attitude all the more perilous to democracy.

ELEMENTS SUPPORTING REACTIONARIES IN ANTI-LABOR FIGHT

The irreconcilable opponents of trade unions are in the present situation strengthened by the attitude of others of more social vision who see the necessity of labor organization but are yet unwilling to face the practical difficulties involved in giving to labor the same extent of organization and the same freedom of representation that capital has.

The power of those who will not consent to any effective form of collective bargaining is also strengthened by the irritation of the general public over the inconvenience experienced from recent numerous strikes and by a general impression unfortunately created by over-emphasis upon the gains that have come to a few special groups, that the financial position of all wage-earners has been greatly strengthened by the war.

SERIOUS CONSEQUENCES OF SUPPRESSING COLLECTIVE BARGAINING

If now, for any or all of these reasons, the gains made in collective bargaining during the war are to be taken away from organized labor, the consequences to society at large will be extremely serious. The energies that are now sorely needed in production will be diverted into destructive conflict; there will be widespread and bitter industrial war with its resultant social waste and its legacy of hate to embitter the common life and delay the development of industrial democracy.

COLLECTIVE BARGAINING AS VIEWED BY METHODIST CHURCH

In such a situation we deem it our bounden duty in pursuance of the task laid upon us by the General Conference to recall to our ministry and membership the various official utterances of our church upon the question of collective bargaining.

General Conference of 1908:

"The organization of labor is not only the right of laborers and conducive to their welfare, but is incidentally of great benefit to society at large . . . Their efforts to improve their conditions should receive our heartiest cooperation. . . ."

General Conference of 1912:

"The immediate application, in every industry, of the principle of collective bargaining, is not only essential to the protection of the modern industrial worker, but it is the first step toward that cooperative control of both the process and proceeds of industry which will be the ultimate expression of Christianity in industrial relationships."

General Conference of 1916:

The first method of realizing democracy in industry is through collective bargaining. This gives wage-earners as a group the right to determine in conference with their employers the terms and conditions of employment.

"The principle of collective bargaining being generally accepted, the urgent question is what method shall embody it. *To recognize the principle without supporting some method that will make it effective is but to mock the hopes and struggles of the workers with barren words and to deserve their indignation and contempt.*—[Italics ours.—EDITOR.]

"There are two methods of collective bargaining now in use. One unites employers and organized work-

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ers in agreements which require the employment only of union men. In the other they jointly agree that a preference shall be shown to union men, both in hiring and dismissal, without denying the right of employment to the non-union man. . . . Between these two methods it is not the function of the church to decide. To those employers and workers, however, who reject both of these methods as undesirable, the churches must point out that they are under moral obligation to discover some other form of collective bargaining that will make for the good of their industry and of society at large. The safety and development of the workers, the best interest of employers, the security and progress of the community all demand it."

The Board of Bishops, 1912:

"We therefore declare our approval of labor organizations and other defensive alliances of all whose interests are threatened or invaded. Such united and unified action is their only recourse under present conditions . . . Nor should any Christian deny to another person the right of individual choice in the disposal of his own services. Principles are greater than present personal exigencies, and no man can afford to violate the principle under which he himself claims protection."

The Board of Bishops, 1916:

"We call upon our members as employers, investors, or wage-earners to do everything in their power to further measures such as trade agreements between employers and organized workers, minimum wage adjustments, profit-sharing cooperative plans, which look toward the maintenance of a living wage, the correction of unjust inequalities in the distribution of wealth, the increasing democratization of industry, the Christianization of the world's work in the name of that abundant life which our Master came to promote."

The Board of Bishops, 1919. (Special message):

"We favor collective bargaining as an instrument for the attainment of industrial justice and for training in democratic procedure."

These are the first principles of industrial democracy and if our ministry and members will now steadfastly insist upon their application and will constantly promote, in the Christian Spirit, discussion of the methods by which they are to be applied, they will render a real service to their respective communities and to the nation at large.

EXECUTIVE COMMITTEE DEFINES ITS OWN POSITION

Speaking for ourselves, it seems to us clear:

1. That "grievance committees" and joint meetings to discuss conditions that arise in the course of employment do not constitute collective bargaining.

2. That if collective bargaining is to be an effective step toward a wider democratic control of industry there must be the closest possible approach to equality of bargaining power between capital and labor.

3. That there cannot be equality of bargaining power unless capital and labor can have the same opportunity to deal as federated units and to choose representatives.

In this judgment concerning some of the implications of the historic position of our church, we are confirmed by observing the course which the industrial reorganization of Great Britain is now taking and the recent experiences of various industrial enterprises in this country.

NATIONAL FEDERATION OF FEDERAL EMPLOYEES

RECEIPTS AND DISBURSEMENTS, OCTOBER 1 TO 31, 1919

Receipts

Cash on hand October 1, 1919			$2,821.46
Per capita tax		$9,705.88	
Initiation fees		867.90	
Magazine:			
Advertising (Sept. and Oct.)	$2,678.10		
Subscriptions (monthly)	5.25		
Subscriptions (weekly)	21.00		
Sales	10.44	2,714.79	
Emblem buttons, pins and fobs		266.77	
Charter fees		20.00	
Premiums on bonds (local officers)		17.50	
Merchandise		97.30	
Propaganda literature		9.40	
Membership books		54.44	
Rent (sublease of offices)		166.67	
Messenger service		1.40	
Refund on reporting Convention (N. F. F. E.)		114.10	
Pro rata moving expense:			
F. E. U. No. 2	171.31		
National Women's Trade Union League	29.30	200.61	14,236.76
			$17,058.22

Disbursements

Administrative Officers' Salaries:			
President	$333.34		
Secretary-Treasurer	291.66	$625.00	
General administrative expense		41.50	
Organizing:			
National Organizer, salary Sept. 15 to Nov. 15	400.00		
Special and Field Organizers	138.66	538.66	
Office Expense:			
Salaries (employees)	968.31		
Telephone and telegraph	416.62		
Rent	333.33		
Postage (general)	2.50		
General office expense	206.16		
Merchandise	82.00		
Press clipping service	18.51		
Library books	2.50	2,029.93	
Magazine Account:			
Printing (monthly)	3,924.00		
Printing (weekly)	712.00		
Postage	256.20		
Salaries (Editor's office)	300.00		
" (addressograph service)	225.61		
Cuts and illustrations	20.75		
Mailing service (publishers)	150.80	5,589.36	
Addressograph equipment (on account)		500.00	
Premium (bonds of local officers)		17.15	
Seals for locals		3.50	
Furniture and fixtures		53.00	
Emblem buttons and pins		79.09	
Membership books		1,079.10	
Affiliation Account:			
A. F. of L. (Aug. balance)	50.08		
International Labor Press	7.00	57.08	
Legislative expense		116.78	
Petty cash		14.25	
Propaganda literature		34.00	
Convention Expense (N. F. F. E.):			
Traveling expense (officers)	510.84		
Miscellaneous	4.75	515.59	11,293.99
Cash balance on hand October 31, 1919			$5,764.23

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Proposed Plans for

A Summary by

Secretary, Railroad Committee, Chamber

THE Chamber of Commerce of the United States has prepared the accompanying chart (which is reproduced from the *Nation's Business* for October) to show in convenient form for comparison seven proposed plans for railroad legislation. One of these plans may be enacted into law before the President returns the railroads to their owners on January first.

Special attention has already been given in THE FEDERAL EMPLOYEE to the Plumb Plan (see our July number, pages 406-409), which has the endorsement of the Railroad Brotherhoods.

	SENATE COMMITTEE PLAN *The Cummins Bill S. 2906 presents the recommendations of the sub-committee of the Senate Committee on Interstate Commerce. It provides for—*	COMMERCE COMMISSION PLAN *The Esch-Pomerene Bill H. R. 4378 presents the plan proposed by the Interstate Commerce Commission. It provides for—*	RAILWAY EXECUTIVE PLAN *The tentative draft of a bill laid before the House Committee by T. D. Cuyler, President of the Association of Railway Executives, provides for—*
OWNERSHIP AND OPERATION...	Ownership and operation of all the railroads in the United States by 20 to 35 separate competing systems.	Ownership and operation of all railroads by private corporations under broad federal supervision.	Ownership and operation of all railroads by private corporations under a broad national control and a unified system of government regulation.
CONSOLIDATION AND COMPETITION	Consolidation of all railroad properties into 20 to 35 systems in accordance with a plan previously adopted by the Railway Transportation Board and approved by the Interstate Commerce Commission—consolidation to be voluntary if accomplished within seven years, and if not, compulsory.	Consolidation of existing railroad systems when approved by the Interstate Commerce Commission.	Consolidation of existing lines into strong competitive systems wherever found to be in the public interest; and also provision for joint use of equipment and terminals when in the public interest.
FEDERAL INCORPORATION.....	Federal incorporation of all railroads with a requirement that each corporation shall include in its Board of Directors two representatives of classified employees and two representatives of the Government.	Opposition to federal incorporation as a complicated, protracted and probably unconstitutional method.	Provision for permissive federal incorporation of all interstate carriers.
SECURITY ISSUES AND CAPITAL EXPENDITURES.	Exclusive regulation and control by the Interstate Commerce Commission of the issuance of railway stocks and bonds and of the purposes to which the proceeds thereof may be applied.	Full control by the Interstate Commerce Commission over stock and bond issues and over the expenditure of the proceeds.	Exclusive national control of the issue of securities and the expenditure of new capital—this control to be exercised by the Federal Transportation Board.
ADEQUATE REVENUES.....	Initiation of rates by carriers subject to the approval of the Interstate Commerce Commission. Requirement that the Interstate Commerce Commission shall divide the country into rate districts and the carriers into rate groups for rate making purposes. Regulation of all rates that affect interstate commerce by the Interstate Commerce Commission under a statutory rule providing that in making rates for the several rate groups the Commission shall take into consideration the interest of the public, the shippers, the wages of labor, the cost of maintenance and operation, including taxes and a fair return on the value of the property.	Regulation of rates by the Interstate Commerce Commission under the provisions of the Act to Regulate Commerce with amendments shortening the period of suspension of rates, authorizing the Commission to determine the division of rates between carriers, to consider the cost of service principle in fixing rates, and to exercise other broad powers affecting the general rate structure.	Initiation of rates by the carriers. Exclusive regulation of rates by the Interstate Commerce Commission with the aid of Regional Sub-commissions under a statutory rule prescribing that the level of rates shall provide revenue sufficient to pay wages and other expenses of operation and a fair return on the value of the property used in the public service and to establish and maintain a credit sufficient to attract the new capital necessary to meet the public need for transportation facilities. Certification by the Federal Transportation Board to the Interstate Commerce Commission of the amount of operating revenues needed by the carriers to enable them to perform their functions.
WAGES AND WORKING CONDITIONS.	Creation of a committee of wages and working conditions (four employees and four representatives of the companies) to settle disputes; with appeal to the Transportation Board in case of deadlock. Declaration that decisions of the Board, *i. e.*, of the Government, shall be final, and that railroad strikes and lockouts are forbidden.	(No declaration)	(No declaration)
FEDERAL AGENCIES OF REGULATION.	Continuance of the Interstate Commerce Commission with enlarged powers to regulate rates and security issues. Creation of a Railway Transportation Board with five members appointed by the President to perform many important executive and administrative functions, including some now performed by the Interstate Commerce Commission.	Maintenance of the Interstate Commerce Commission with all of its present powers and in addition authority to regulate carriers by water; to control consolidations, joint use of facilities and the pooling of freight earnings; to authorize additions, extensions, and the construction of new lines; to adjust conflicts between federal and state jurisdictions; and to control security issues and capital expenditures.	Maintenance of the Interstate Commerce Commission with authority to regulate rates and to continue its present valuation and accounting functions. Creation of a Federal Transportation Board composed of three Commissioners appointed by the President and charged with the general oversight from the point of view of the public interest, of all transportation. This board would be coordinate with the Interstate Commerce Commission and would relieve it of all functions except rate regulation, valuation and accounting.

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Railroad Legislation

Richard Waterman

of Commerce of the United States

The Transportation Conference plan is proposed by the National Transportation Conference which was held under the auspices of the Chamber of Commerce of the United States. The fundamental features of this plan, printed below in italic type, have been approved by a referendum vote of the business men of the country. Certain additional features of the Conference plan, printed below in roman type, are in harmony with the remainder of the plan, but have not yet been submitted to a referendum vote.

TRANSPORTATION CONFERENCE	WARFIELD PLAN	AMSTER PLAN	PLUMB PLAN
The Frelinghuysen Bill S. 2998 presents the plan proposed by the National Transportation Conference held by the U. S. Chamber of Commerce—	*The tentative draft of a bill laid before the House Committee by S. Davies Warfield, President of the National Association of Owners of Railroad Securities—*	*The Lenroot Bill S. 2889 presents the plan proposed by Nathan L. Amster, President of the Citizens National Railroads League. It provides for—*	*The Sims Bill H. R. 8157 presents the plan proposed by Glenn E. Plumb, and endorsed by the Railroad Brotherhoods. It provides for—*
Ownership and operation of all of the railroads in the United States by federal corporations under a comprehensive system of government regulation.	Ownership and operation of all of the railroads of the country by the existing railroad companies.	Ownership and operation of all railroads by one privately owned and privately operated railroad company with full public control.	Ownership of all railroads by the United States Government. Operation of all railroads as a single system by a corporation composed of railroad employees. [See second section below in this column.]
Consolidation of existing railroads into strong competitive systems under conditions prescribed by the Federal Transportation Board; with provision that if after five years the consolidations planned by the Board are not well advanced, the Board may require their completion.	Permission to consolidate existing railroads when found by the Interstate Commerce Commission to be compatible with the public interest.	Complete consolidation of all railroad companies into a single national corporation thus putting an end to competition. Valuation at which each railroad is acquired to be determined by averaging original cost less depreciation, reproduction cost less depreciation and net earnings over last ten years capitalized at 5%.	Consolidation of all of the railroads into a single national system; and elimination of all competition.
Federal incorporation of all existing railroad companies and of all new consolidated companies with a requirement that each railroad company shall be managed by 12 directors of whom eight shall be elected to represent the stockholders, two to represent the employees and two to represent the principal interests in the territory served by the system.	Opposition to federal incorporation on the ground that it is unnecessary, is probably unconstitutional and would involve endless litigation.	Federal incorporation of the National Railway Corporation with a board of 11 directors, including one director representing the Interstate Commerce Commission, one the State Commissioners, two the employees, two commerce and industry, two the farmers and three the stockholders.	Federal incorporation of the National Railways Operating Corporation for a term of 100 years with a board of 15 directors—five named by the President, five elected by the operating officials and five elected by the classified railroad employees.
Exclusive federal regulation of the capital expenditures and the security issues of all railroads engaged in interstate commerce.	Supervision by the Interstate Commerce Commission (in conjunction with the six Regional Commerce Commissions), over issue and sale of securities and over the expenditure of proceeds.	Complete supervision by the Interstate Commerce Commission of the issuance of all securities and the expenditure of the proceeds.	Issue of all railroad securities by the United States Government. Expenditures of all capital funds for railroad purposes by the United States Government.
Initiation of rates by the carriers subject to the approval of the Interstate Commerce Commission. *Regulation of all rates that affect interstate commerce by the Interstate Commerce Commission under a statutory rule providing that the rate structure shall be designed to yield a net return of 6% on the aggregate fair value of the roads in each traffic section of the country.* Creation of an individual contingent fund by each road to support its own credit; and of a general contingent fund maintained by contributions from all prosperous roads to support the credit of all railroads.	Initiation of rates by the carriers; and consideration of proposed changes in rates before the schedules are filed with the Commission by rate committees composed of representatives of the railroads and the shippers. Maintenance of a general rate level by the Interstate Commerce Commission under a statutory rule prescribing that rates shall as nearly as possible produce not less than 6% on the aggregate property investment account of the railroads grouped in each of the three classification territories; each railroad receiving as much of the 6% as its efficiency in operation may secure for it under competitive conditions. Distribution of the excess earnings of each road, one-third to the road and two-thirds to be divided equally between labor and the public.	Initiation of all rates by the Corporation Regulation of rates by the Interstate Commerce Commission under a statutory rule providing that rates shall be at least adequate to produce revenues sufficient to pay all proper operating expenses and fixed charges, to pay maximum dividends on all outstanding stock and in addition to produce a sum not exceeding 2% of the par value of all outstanding stock. Government guarantee of a 4% dividend on all stock issued by the Corporation; payment of a maximum dividend of 6% when earned; and distribution of all earnings in excess of 6% —40% to labor, 30% to the public for improvements and retiring outstanding stock and 30% to the stockholders.	Initiation of all rates by the National Railway Operating Corporation. Regulation of all rates by the Interstate Commerce Commission. Payment of deficit (if any) by the United States Government. Distribution of surplus earnings (if any) after operating expenses are paid and fixed charges are met, including the interest on outstanding government securities—one-half to the Government and one-half to the railroad employees.
Adjustment of wages, hours of labor and other conditions of service of employees by boards consisting of equal numbers of representatives of employees and officers of the railroads, with appeal in case of a deadlock to the Federal Transportation Board as referee.	Authorization of each Regional Commission to act as a Board of Conciliation or Arbitration in all controversies between the carriers and the employees in its region, its decisions being subject to review by the Interstate Commerce Commission.	Appointment from time to time of advisory boards composed of equal numbers of representatives of the employees and of the Corporation to investigate demands relating to wages, hours of labor or working conditions and publish their findings and recommendations which, however, shall not be binding on either side.	Determination of wages by the Board of Directors of the Corporation. Adjustment of disputes between officials and men by boards to which the operating officials elect five members and the men five members; with appeal to the Directors in case the Board fails to reach an adjustment.
Maintenance of the Interstate Commerce Commission with all of its present powers and with certain additional powers over rates. *Creation of a Federal Transportation Board of five members appointed by the President to promote the development of a national system of rail, water and highway transportation, to inquire into and propose measures for preventing abuses therein, to pass upon the public necessity for capital expenditures and to regulate security issues.*	Continuation of the Interstate Commerce Commission to control and regulate rates, adjust wages and perform other regulatory functions belonging to the federal government. Creation of six Regional Commerce Commissions to exercise concurrent jurisdiction with the Interstate Commerce Commission. Formation of the National Railways Association, a corporation managed by nine Interstate Commerce Commissioners and eight representatives of the railroads to furnish a great clearing house for railroad operation.	Maintenance of the Interstate Commerce Commission with all of its present powers and in addition authority to regulate security issues and capital expenditures and to exercise other broad regulatory functions. Creation of an Efficiency and Economy Board of five members appointed by the President—four from a list submitted by the national engineering societies and one nominated by the employees—to study facilities and service and to devise and recommend improvements in physical equipment and in operating methods.	Maintenance of the Interstate Commerce Commission with its present rate-making powers. Creation of the Railway Board of Appraisement and Extension composed of the nine Interstate Commerce Commissioners and three other members selected by the Directors of the Corporation to determine the amount of compensation to be paid to the present owners of the roads and the amount to be paid for new extensions and improvements.

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Profit-Sharing in Banks

Details of the plans in effect in some of our biggest banks and trust companies—how they have worked and where they have proved of value.

(From the *Business Digest and Investment Weekly* of September 16, 1919)

BANKS have been among the pioneers in all forms of welfare work—club rooms, staff restaurants, physical care, cooperative stores, and the like. It was natural therefore that they should also have been pioneers in profit-sharing; and bank profits are normally so large that even a very small percentage of them distributed among the staff amounts to liberal bonuses. A recent issue of *Trust Companies* gives details of the profit-sharing plans in effect in some of our largest banks.

GUARANTY TRUST COMPANY PROFIT-SHARING PLAN

One of the most liberal plans is that adopted by the directors of the Guaranty Trust Company of New York early this year, to apply to the 2,300 employees and officers of this company. Membership is voluntary and in order that employees may systematically set aside substantial parts of their profits the Guaranty Club Thrift Fund is utilized, while the bond department gives all possible aid in the selection of investments for accumulated savings. The Guaranty also has a plan of systematic increase of salaries by which an employee automatically receives an advance in salary on January 1 each year if services have been satisfactory.

Provisions of the system.—The Guaranty profit-sharing plan provides:

1. There shall be set aside for distribution to employees (not officers) an amount equal to 3½ per cent of the net earnings for the year, which shall be distributed among them pro rata in the manner hereinafter provided. The "net earnings" for the purposes of this plan shall be so much of the gross earnings, receipts, and credits of the company's business for the year as shall remain after deducting all expenses incurred in the conduct of the business, including taxes, interest, and other charges, and all losses, depreciation, charge-offs, or reserves created for any purpose, as entered upon the books of the company for the year, but before payment of dividends.

2. After deducting from such net earnings the amount to be set aside as provided in the preceding paragraph and also an amount equal to 10 per cent of the stockholders' money invested in the company, as determined by the average amount of capital, surplus, and undivided profits shown on the books at the end of each month, during the year, a further sum shall be set aside equal to one-fifth of the net earnings as so reduced. This second fund shall be distributed as follows:

40 per cent among employees not officers;

40 per cent among senior officers chiefly responsible for the production of business and the conservation and management of the company;

20 per cent among other officers.

The designation of officers as senior officials or as other officers shall be made by the board of directors at or about the beginning of each calendar year. The employees' share of this fund, together with the entire 3½ per cent fund above mentioned, shall be distributed pro rata in the manner hereinafter provided. Of the senior officer's share of this fund, one-half shall be distributed pro rata in the manner hereinafter provided, and one-half shall be placed in a Special Service Fund for payment to senior officers selected by the board of directors as deserving special recognition for services rendered. Of the other officers' share of this fund, two-thirds shall be distributed pro rata in the manner hereinafter provided, and one-third shall be placed in a Special Service Fund for payment to officers of this division selected by the board of directors as deserving special recognition for services rendered. The payment from the Special Service Funds to selected senior officers and other officers respectively shall be in such proportion as shall be determined by the board of directors. The setting aside of a Special Service Fund as above provided shall, however, not reduce the pro rata distribution in either division to less than 10 per cent of the amount of the salaries of the officers in such division.

Pro Rata Method of Distribution.—The pro rata method of distribution of the additional compensation above provided (exclusive of the Special Service Funds) shall be based on:

(*a*) The relative value of services as indicated by salaries;

(*b*) Length of service.

To combine these two factors into figures upon which the amounts to be distributed may be prorated, a base figure shall be used of 10 per cent of the salary received by an officer or employee for the calendar year for which such amounts are to be distributed, to which shall be added for length of service an amount representing one-tenth of one per cent of the salary received by such officer or employee during such calendar year multiplied by his years of service prior to such calendar year, which results shall constitute a control figure upon which to prorate such amounts; provided that the maximum allowance for length of service shall not exceed one per cent. For all years other than the current calendar year, a fraction of a year shall count as a full year. Length of service shall include service with any company merged with this company.

When the control figure for each officer or employee has been computed in the manner above set forth, the officers and employees shall be grouped into the respective divisions provided by this plan, and the individual control figures for each division shall be totaled. The amounts for pro rata distribution in each division shall then be divided by the total control figures of such division to ascertain the percentage to be used in making the distribution. After the percentage for each division has been ascertained, each officer's or employee's control figure shall be multiplied by the percentage for the division to which he belongs, to determine the pro rata share to be paid to such officer or employee.

EQUITABLE TRUST COMPANY PLAN

The Equitable Trust Company of New York was one of the first financial corporations in New York to apply the principle of profit-sharing for both officers and employees. Its plan has been in operation since November, 1915. The fund distributed each year is derived from a percentage of the net earnings of the company in excess of an annual rate of 7 per cent on the combined capital, surplus and undivided profits of the company for the year. The distribution is based upon the respective salaries of the company's officers and employees and the period of service in the employ of the company, the percentage of profits increasing with length of service.

As the percentage of profits distributed is based upon net earnings of the company, as well as upon salaries and length of service. it enables employees to enjoy with officers and stockholders a share of profits in proportion to the earnings of the company.

The Bankers Trust Company has no profit-sharing plan, although it has in operation a pension system, a stock purchasing partial payment plan, etc.

(*Continued on page* 758)

[Growth of Profit-Sharing Principle Among Banks and Trust Companies. *Trust Companies*, Sept. 19, p. 123. 4,000 words.]

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The Jester's Page

Choice Bits from the Scrapbook

Marvelous.—"The claimant answers well the personal description he has given of himself."

Once Sufficient.—Q. "Is a man often struck by a shell of that size?" A. "No, sir, only once."

Clear as Mud.—"It has rained all over this section for two weeks almost continuously *and one who does not know cannot tell* what the roads are."

No Intervention for Mooney.—"The reputation of the witnesses seen by me is good so far as truth and veracity is concerned, but when it comes to Mooney, that is all that can be said for him."

Geting Down to Brass Tacks.—Q. "What reason do you have to think and what makes you really think and remember that you are under oath that John Smith never had a wife before this present widow?"

A Lingering Illness.—In a case referred for special examination the Adjutant General's report showed: "Sickness since childhood: measles, pneumonia, and scarlet fever." Wherefore, the reviewer in his slip of reference sagely remarked: "The records show that this claimant has been *sick since childhood.*"

Footnote.—"The said John Bauman became insane and incapable of doing manual labor. Since his discharge he wandered away from home and both of his feet were frozen so that they had to be amputated. He is now entirely helpless and dependent; cannot be induced to stand on his feet."

A special examiner was en route from Milwaukee to Appleton, Wis., on the C. & N. W. Across the aisle sat a deaf old lady with her diminutive grandson. The fear of going by their destination bore heavily on her mind, and each time a stop was announced the old lady would ask the boy to interpret what was said. When the time calculated for their journey had about elapsed, the brakeman thrust his head inside the door and vociferously uttered something like the influenza.

"Benny, what did that feller just say?" inquired the dame.

"He didn't say nawthin, Granny," replied the lad, "he just poked his head inside the door and *sneezed.*"

"Well, Benny, here's where we get off—this is *Oshkosh.*"

—Field Review, *U. S. Bureau of Pensions.*

Kept His Word

Harold—"I thought you made a resolution not to drink any more."

Percy—"I did."

Harold—"But you are drinking as much as ever."

Percy—"Well, that isn't any more is it?"—*Pearson's Weekly.*

"Do you know," he stammered, "you could make my wife a good deal prouder of me?"

"I could?" asked his boss. "How?"

"By just raising my salary," was the reply.—*Stove Mounters and Range Workers' Journal.*

Blessed is he who has found his work; let him ask no other blessedness. He has a work, a life purpose; he has found it, and will follow it.—*Carlyle.*

The "Pi" Line

When you start to read a story,
And your energies you bend
In a tense and rapt attention
To the interesting end,
Don't it jar you, don't it thrill you
With a rare, ecstatic bliss
When there's sandwiched in the story
A line
like
this:

Gilbert's knife glittered and described a semicircle in the air, but as his arm shot down —cmfwyp cmfw cm mwcffw mfw cmfwypp

It's the "pi" line of the printer,
Which will happen to the best,
And no "make-up" man has ever
Yet been found to stand the test;
For in spite of all endeavors,
Sometimes they are bound to miss,
And an interesting story's
Spoiled like this.

—*Selected.*

Didn't Like Bacon

Miss Emmerson Backbay—Speaking of Shakespeare, Mr. Pickles, are you a Baconian?

Mr. Pickles—A Baconian? No, ma'am; I'm a vegetarian.—*Battle Creek News.*

Both Sides Holding Firm

"Why don't you get rid of that mule?"

"Well, suh," answered the negro laborer, "I hates to gib in. If I was to trade off dat mule, he'd rega'd it as a pus'n'l victory. He's been trying foh de las six weeks to get rid ob me."

A New Accessory

Chauffeur—Mrs. Non Speederly, the car won't run. It must have a hoodoo on it!

Mrs. Non Speederly—Dear me! I thought I had every possible attachment, but I'll get one!—*Judge.*

"Mr. Smith, may I take you apart?"

"No, sir, you can't. I'm no prize puzzle."—*Baltimore American.*

Willis—Then you don't think there is any danger of us New Yorkers ever being prisoners of a foreign foe?

Gillis—Absolutely none. How could the enemy get in? The trains don't run in the winter, the roads are too muddy in the fall, the streets are all torn up in the spring and if they did get in during the summer they'd find everybody away.—*Life.*

Creditable Advice

"My son," said old man Reddit,
"Take this advice from me:
The less you use your credit
The better it will be."

—*Cincinnati Enquirer.*

Wrong Ammunition

"Boozer likes to talk about his aim in life."

"His aim may be all right, but he has the wrong kind of a load."—*Boston Transcript.*

"General Staff"

A passenger train arriving with 200 soldiers, many of whom were officers, attracted the attention of two negro bootblacks. As the officers walked by "Sambo" and "George" would exclaim—"Dat's a capting," or "He's a leftenant," as the case might be.

At last a French soldier in his natty blue-gray uniform passed by.

"What's he, Sambo—a kunnel," asked George.

"No, George, dat's dis yere General Staff."

An Imperfect Poem

Poet (to editor): "A poem, sir, I just dashed off."

Editor: "Yes. I have only one trouble with it, sir."

Poet (anxiously): "And that is?"

Editor: "You didn't dash it far enough off.

The Snub Scientific

"You do not speak to him?"

"No. When I pass him I give him the geological survey."

"The geological survey?"

"Yes. What is commonly known as the stony stare."—*Home Club Bulletin.*

In the Drug Store

"I vant some powder."

"Mennen's?"

"No, vimmen's."

"Scented?"

"No, I vill take it mit me."—*Ex.*

A small boy called on a doctor one evening.

"Say, Doc, I guess I got influenza," he remarked, "but no one knows it. I can keep it quiet."

The doctor looked puzzled.

"Aw, get wise, Doc," suggested the small boy. "What'll you give me to go to school and spread it among all the kids in the village?"

Little Willie had been summarily corrected by his mother for repeated acts of naughtiness. The punishment being over, "Papa," he sobs, in tones of anguish, "how could you marry such an ill-tempered woman as mama?"—*Newport News.*

"Here's a column headed, 'Slummary of the News.' What a funny mistake!" said his wife.

The old subscriber glanced at the sensational headlines on the first page of the Morning *Garbage Can.*

"No," he said; "it may be a typographical blunder, but it's not a mistake."—*Chicago Tribune.*

A press photographer was induced to make his first flight in an aeroplane and took a photograph or two in the air. Asked when he came down if he looked upon the trip as a success, the naughty lad replied, "The answer is in the negative."

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Position of Women in the British Civil Service

Two reports recently before the Government here summarized.

(From *Monthly Labor Review* of Department of Labor.)

IN England two reports on the position of women in the civil service have been issued by committees appointed to consider what should be done with regard to the women therein. During the war women were taken on in large numbers, and of necessity were used for all kinds of work, filling many positions formerly reserved for men. Early in the year a report was issued by the Women's Advisory Committee of the Ministry of Reconstruction, and a few months later the subject was dealt with in the final report of the treasury committee on recruitment after war.

EQUAL OPPORTUNITIES GRANTED BOTH MEN AND WOMEN

The Women's Advisory Committee recommended placing men and women on an equal footing of opportunity, expressing the opinion that the interests of the state are best promoted by widening the field of selection and by securing the highest available capacity, irrespective of sex. The committee therefore recommended that women should be eligible for admission to all grades of appointment in the civil service on the same terms and subject to the same conditions as men. In recommending the employment of women on the same condition as men, the committee, the report says, intended to imply that they should have equal opportunities of promotion and an equal scale of pay.

The committee considered the two reasons usually assigned for paying women less than men, but found them inapplicable to the situation in the civil service. The first reason by which a lower scale of pay for women is usually justified is that women are less efficient than men.

As to this, the committee pointed out "that with an equal scale of pay, and a proper system of selection and promotion, relative inefficiency would result merely in the appointment of a smaller number of women, and the promotion of a smaller proportion to posts of responsibility." This result, the committee considered, would be decidedly better than hampering the service by the appointment of inferior workers under a specious appearance of economizing on salaries. The second reason usually assigned is that men have family responsibilities, while women have not. The committee did not go into the relative responsibilities of men and women, but considering that if the assumption were wholly

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true, the matter is not adequately dealt with "by the rough-and-ready method of paying less to women than to men, irrespective of their individual circumstances," that the subject to be kept in view is the securing of the best available civil servants, and that this ought not to be confused with questions of the family responsibilities of the candidates.

NEW PLAN PROPOSED FOR STENOGRAPHERS AND TYPISTS

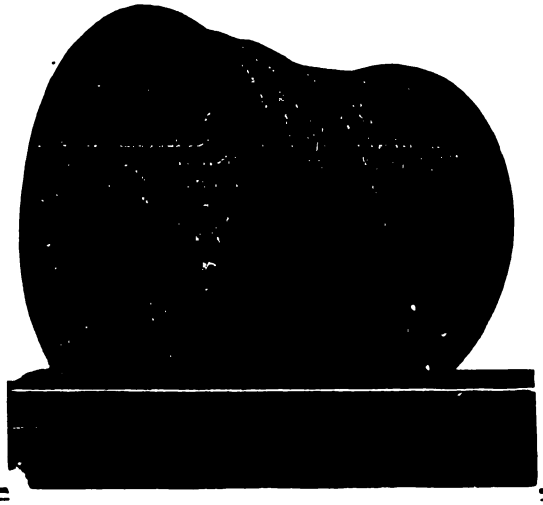
The committee recommended a change in the method of admitting stenographers and typists, advising that the standard of age and of education for admission should be raised, and that, after admission, they should be given greater responsibility and some chance of advancement. It also strongly urged the provision of training for the many women who will have to be dropped from the civil service when the work of the special war departments is ended. This training the Government should provide without cost to the women, not as a measure of charity, but as a means of increasing the supply of trained and specially qualified workers, whose services are certain to be urgently needed during the period of reconstruction, and probably for many years thereafter.

TREASURY COMMITTEE'S REPORT NOT FAVORABLE TO WOMEN

The report of the treasury committee is much less favorable to women. This committee contemplated the immediate laying off of the women who have served during the war, their places being filled, so far as they are not of a purely temporary nature, by ex-service men, but the report contained no recommendation for training or other provision for those thus dropped. The committe divided the regular civil service positions into two grades, the second grade being to a considerable extent a feeder for the first, which, in turn, is to supply the candidates for administrative and other advanced posts. The first grade is for some time to come to be reserved for ex-service men, so that women are automatically excluded. The committee thought, however, that it would be well to extend the field of women's services in minor routine or purely clerical work, but deprecated the idea of equal pay for men and women. Instead, the committee advises the segregation of women, with a separate scale of pay and promotions.

RESTRICTIONS ON WOMEN FOR ADMINISTRATION POSTS

As to the women in the higher posts, the committee made one clear and definite recommendation, saying that the experiment should be tried of em-



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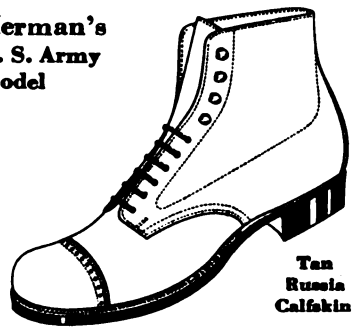

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"Where's that old joke about hash?" inquired the man who had just returned from an exploration.

"Hash?" repeated the landlord. "Oh, yes! There was once a time when people could afford to eat meat and potatoes and onions all at once."—*Selected.*

ploying women "in administrative posts of the class 1 type, where the work is especially appropriate to women." As to other administrative posts, the committee pointed out that the supply of ex-service men is sufficient to absorb them for some years to come, and as to the candidacy of women thereafter, the report says:

Even when the supply of ex-service men has been exhausted and recruitment for class 1 under normal conditions can be resumed, it will not be practicable to admit women generally to junior administrative posts throughout the service as interchangeable with men until experience has demonstrated not only that they can fill these posts satisfactorily, but that in the same proportion as men they will be competent to carry out the higher administrative duties for which junior administrative work constitutes the regular and necessary training.

Apparently the effect of this highly involved recommendation is to exclude women from administrative posts altogether. As one critic of the report puts it:

That is to say, that not only are women not to try to carry out the higher kinds of work until they have proved (without trying) that they can do them; but that women may not hold the higher posts until they have been trained for them in the junior posts, and may not hold the junior posts until they have proved their success in the higher ones.

REPORT OF TREASURY COMMITTEE UNDER HOT FIRE

The report was felt by the women concerned to be so unfair to them that a large meeting of protest was organized by the Association of Women Clerks and Secretaries, supported by a large number of other labor organizations, at which resolutions were passed asking that no action should be based on the Tresaury report but that wholly different principles should be adopted.

It was unanimously resolved to ask the Government to adopt the Adkin Committee's recommendation that separate grade and examinations for women in the civil service should be abolished; to adopt the principle of equal pay for equal work; and to give women and men equal opportunities for advancement.

No information is yet at hand as to the response of the Government.

The Antiquity of Microbes

Appended is the "shortest possible poem":

Adam
Had 'em.
—*Ladies' Home Journal.*

War Economy

First Subway Director—We may have to provide more seats.

Second Subway Director—Nonsense! Simply have "The Star Spangled Banner" played on all cars.—*Exchange.*

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The Labor Problem: Here Are Six Fundamental Facts

By Clarence Poe

(In *The World's News*)

OF ALL the great problems now threatening to turn the world upside down the most serious is the labor problem. The prosperity not only of our country but of the whole world is threatened by a class war between labor and capital. Consequently we have here not only the biggest news item for our people, but also a question about which it is the duty of every citizen to try to inform himself with fairness and open-mindedness. Already the situation has become acute, simply because extremists on each side refuse to recognize a half-dozen fundamental facts which ought to be self-evident to all.

These facts, as they appear to us, are as follows:

1. Labor has not heretofore received its full share of the wealth of the world, and a new adjustment must now be made.

2. Labor has a right to organize for self-protection—and a right to require recognition of its organization.

3. Every man who works has a right not only to reasonable food and clothing but to reasonable leisure for the cultivation of the finer things of life.

4. Capital also has its rights, and the accumulation of wealth by all honorable means should be recognized as a duty a man owes himself, his family, and his state.

5. The absurd idea that "honest labor" means only manual labor must give way to the true conception of the worker as a man who honestly tries to render service to his fellows either by hand or brain or both.

6. Like old Mazzini, each of us must think about "the duties of man" as well as "the rights of man."

THAT LABOR HAS NOT HAD A SQUARE DEAL IS TRUE

Half the capitalists we see are refusing to recognize the truth of our first three statements just given, and half the laborers are denying or ignoring our other three statements; but the relations between labor and capital can never be properly adjusted until this spirit is changed and each understands and recognizes the rights of the other.

First of all let us emphasize the fact that labor has not heretofore received a fair proportion of the world's wealth. Too large a proportion has gone to capital. Our Carnegies, Rockefellers, Edisons and James J. Hills have doubtless earned strikingly large incomes. By their genius for organization, invention, and manage-

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ment, they have tremendously increased the efficiency of both labor and capital. Nevertheless, the returns they have received have been out of proportion to the value of their services. When the average American is worth only $2,000, he cannot believe that even a Rockefeller or Carnegie has rendered service to justly entitle him to take for himself the property portion of from 100,000 to 400,000 average Americans. The difference in property returns is too great. One must applaud the declaration of Woodrow Wilson:

> What I am interested in, is having the Government of the United States more concerned about human rights than property rights. Property is an instrument of humanity; humanity isn't an instrument of property.

And one must feel that Roosevelt was largely right when he wrote last December:

> The soldiers who in this war have battled at the front against autocracy will not submit to the enthronement of privilege at home. They believe in discipline and leadership, they believe in the superior reward going to leaders like General Pershing and Admiral Sims; but they believe that in time the difference in industrial reward between the good man at the top of the management class and the good man in the workingman's class ought roughly to correspond to the difference in reward between the general and the sergeant-major, the admiral and the warrant officer.

LABOR HAS CLEARLY THE RIGHT TO ORGANIZE

Our second declaration is that labor has a right to organize, and a right to require capital to recognize its organization. Humanity has progressed, and civilization has progressed, to such a point that this question might as well be recognized as settled. The peace treaty recognized this as true; and this, by the way, may be one reason why so many manufacturers and capitalists are fighting the treaty.

Consider the recent contest between organized labor and the Steel Trust. The Steel Trust was simply refusing to grant to labor a right which capital has always exercised, and which not even the Bolsheviki propose to take away from capital. This is the right of organization, the right to act as a unit.

What is the Steel Trust? It is the combined capital of hundreds and thousands of men. Yet all this capital acts through one organization, one central management.

No steel worker can go to any individual stockholder in the Steel Trust and say, "I want to bargain with you about my wages as a workman." The individual stockholder would very promptly answer, "Why, you are a fool. We stockholders as individuals will not treat with labor at all. We

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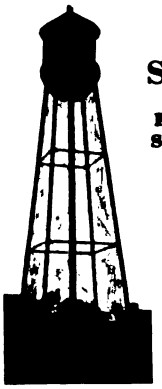

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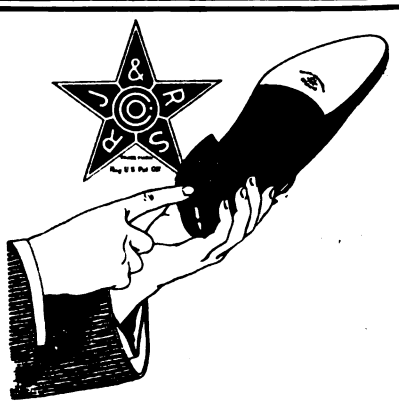

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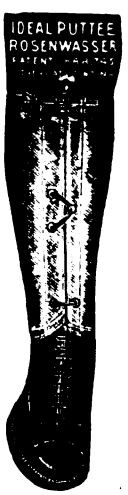

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have one big organization, one centralized management, to act as a unit for all our thousands of individual stockholders in such matters; and you must treat and deal with that centralized management."

Consequently when labor demands that the Steel Trust recognize its right to "collective bargaining" through an officially recognized union, labor is demanding only and precisely the same right which capital has always taken for itself as a mere matter of course.

Suppose some labor agitators should set out to say, "Capital must not organize. Each man who has money must act for himself and employ his own labor. He must not put his money into a union or corporation with other capitalists." Such action would be hardly more foolish than the action of capitalists who demand that each laborer must act for himself independently of an organization.

RIGHT OF WORKERS TO LEISURE

Now comes the matter of hours of labor. Humanity has gotten to the point where it recognizes the fact that a man is entitled to something more than enough food to sustain his body and enough raiment to clothe it properly. He is also entitled to reasonable leisure so that he may enjoy the Heaven-ordained pleasures of family life, of association with his fellows, of wholesome recreation, and of the pursuit of knowledge and beauty in their various forms—art, music, and literature.

The old ten or twelve-hour day the year round was too long. Consequently capital must recognize that, within reasonable limits, the demand for shorter hours is justified.

WE MUST HONOR THE INSTINCT TO ACCUMULATE HONESTLY

So much for the rights of labor. Now let us take the rights of capital.

In the first place, capital, when honestly accumulated, has a right to respect for what it is and what it represents. There are plenty of cases, of course, where capital has been acquired by accident. Through no merit of his, an oil well or mine has been found on a man's land; or a town has grown up on his real estate; or a lucky speculation has brought him a fortune.

In all such cases a man naturally deserves little credit for having capital. But in the great majority of cases, when a man has acquired capital for himself, it is evidence that he has had habits of economy, sobriety, self-control, and good judgment. Take two boys. One works irregularly and spends his surplus for tobacco, cigarettes, "sporty" clothes, gasoline, so-called "good times," etc. He doesn't say "No" to any temptation or extrav-

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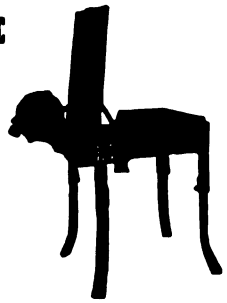

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agance. Naturally, he accumulates nothing. The other boy works constantly, is boss of himself, saves his money, and becomes independent.

There can be no permanent progress for our people or our country if we do not honor the second of these two men above the first. We must teach our children that the desire for independence is a worthy ambition, and that the possession of capital which has been rightly earned does entitle a man to the increased esteem and respect of his fellows. And for this very reason, we may say in passing, the man who has fairly and justly accumulated wealth ought to be anxious to stop all unfair methods of acquiring money. To be financially independent ought to be clearly—as it is now only presumably—an evidence of industry, economy, self-control, and good judgment.

LABOR OF HAND AND OF BRAIN

Labor can never carry out any successful or properly conceived program until it recognizes that the man who works with his brain is as truly a worker as the man who works with his muscle. Shakespeare, Edison, Dickens, Mozart, Seaman, Knapp—these men were as truly workers as any hod-carrier or coal-miner. The refusal to recognize this fact is the stupendous blunder of the Bolsheviki, and there is no hope for Russia until a change is made in this respect. The British Labor Party very wisely includes both brain workers and hand workers as members on an equal footing.

The ideal work is one in which both mind and muscle are brought fully into play. Certainly, any attempt to discredit all labor except that of the hand is folly and would check and discourage all progress.

DUTIES AS WELL AS RIGHTS OF MAN MUST BE CONSIDERED

Last, but not least, both labor and capital must be brought to realize that all rights rest upon duties; and that no man can fairly claim his rights until he has first performed his duties. And the first social duty of any man, no matter whether laborer or capitalist, is to love his neighbor as himself, and to love right, justice and humanity more than self.

Capital must indeed be made to recognize the right of labor to a fair wage, and a fair share of the earnings which are the joint product of labor and capital. But at the same time, labor must be made to realize its duty to give an honest day's work for an honest day's wage, and that an employee who is content to take wage money he deliberately refuses to earn in full is no better than a common thief.

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An International Language

Esperanto easily learned and of great practical value

By B. PICKMAN MANN

INTERNATIONAL language will be treated here from the practical rather than from the sentimental or the theoretical point of view. Any person who wishes to travel in, or to correspond with, a foreign country must either learn the language of that country or depend upon someone who has learned his language. This is a practical matter which no sentiment or theory will obviate. I need not dwell upon the difficulty of learning a native foreign language. While there are some persons to whom the learning of such a language is more easy than to others, there are few who can learn many such languages fairly well. If there were, however, some one language which would avail everyone who needs a foreign language, so that he need learn no other, the matter would be much simplified. Some persons say, "Let everyone else learn the language which I already know, and I will ask no more." Thus speak the advocates of English, French, Spanish, or other language, each according to his own nationality. The proposition answers itself. Mutual jealousies will preclude for a long time, if not forever, any voluntary acquiescence in such a solution of the problem. Is there not a neutral language which all may use, exciting no jealousies, and competent to serve all the purposes to which such a language would be put? There is such a language, and the present writing is intended to speak especially of it.

WHY ESPERANTO SHOULD BECOME A WORLD-WIDE LANGUAGE

The Esperanto language has been in use for more than thirty years. Ten international congresses of Esperantists have been held, attended by thousands of Esperantists, coming from all the principal nations and languages of the world, and Esperanto has been found in practice to be so available that no interpreters have been needed, and persons who had never met an Esperantist from a foreign land before coming to such a con-

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vention were able to speak understandingly, and to be understood. It was impracticable to tell from the speech of such a speaker from what country he came. Amusing instances are given of English-speaking persons conversing for quite a while before they discovered that they had a common native language. Could such a condition be predicated, generally, of persons gathering in a convention from different countries, and speaking some language which was not natural to them? Let that serve as an answer to one phase of the question of practicability.

ESPERANTO CAN BE LEARNED WITH REMARKABLE EASE

How about the ease of learning Esperanto as compared with the learning of some native language? Let anyone who has tried to learn a native language consider his own experience. A few years ago an experiment was tried in England. About three hundred children in the public school of a mill town were taught Esperanto. Two classes were formed. The upper class had twelve hours of teaching. The lower class had six hours of teaching, from teachers who did not know Esperanto before they began to teach. The children then were able to correspond with children of foreign countries who had also studied the language. Not only that: they improved their knowledge of their own language beyond any previous rate, and even children who had previously not been interested in history, geography, or other studies, brightened up, with their new interest in foreign countries, and the experience of having a study of which they could see the immediate use. This course of teaching has been continued in subsequent years and has been extended to other schools.

WHAT ESPERANTO OFFERS TO THOSE WHO LEARN IT

The Universal Esperanto Association, the headquarters of which are in Bern, Switzerland, has delegates in the principal cities and many small localities, throughout the world. For a membership fee of one dollar, and the obligation to correspond on association matters in the Esperanto language, one may travel in these localities with introductions to Esperanto-speaking persons, so that a person may travel virtually all over the world with this single language equipment and a friendly greeting in any country he may visit. Firms and institutions may become members at a larger expense, and their advertisements, printed in Esperanto, will be distributed throughout the world, wherever they may wish them to go. Actual expenses of service must be paid,

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but there are no charges for the friendly service of the association or the delegates. Arrangements for tourists, students, and especially traveling women, are made by the association. What other institution offers such advantages? Why is this done? Because the promotion of human brotherhood is at the foundation of the movement.

Classes teaching the language are instituted in innumerable places, very many of them free,[1] for the Esperantists are animated with that spirit that sends missionaries to the heathen, hoping that by making it possible for the people of the whole world to correspond with and understand each other, universal peace may be made more surely attainable.

SPREAD OF ESPERANTO AND THE PRESENT OUTLOOK

Not only have the Esperantists held conventions in behalf of the language itself, but very many international associations have been formed which use Esperanto for their own purposes. Efforts are made, and in course of time it is expected that these efforts will have important results, to have Esperanto authorized as one of the languages to be sanctioned at all international gatherings. The "Friends of Esperanto," in Paris, have recently issued a pamphlet giving in Esperanto, along with a copy of the official text of the League of Nations Covenant in English and French, a translation which will enable all the nations of the world to read the text. One may say, why cannot all the nations of the world read the text as well in English or French as in Esperanto? The answer to this is that the whole grammar of Esperanto can be learned in thirty minutes, and then all that will be needed will be a dictionary, and dictionaries already exist in a large number of the languages of the world. Could anyone, after thirty minutes' study of the grammar of English or French, read a pamphlet written in either of those languages?

When one speaks of the ease of learning Esperanto he is speaking of the acquisition of a knowledge of its fundamental principles. Of course, he does not learn the vocabulary in that time. But even the vocabulary is so close to that of English and French especially, and of Latin, from which so much of English and French are derived, and so close to Spanish, Italian, Portuguese, and other languages having a large Latin content, that the illiterate can read much of it at first glance, and the literate a large proportion of it without previous study.

[1]The writer conducts a free class at the Young Men's Christian Association Building, 1736 G Street, N. W., every Saturday evening, at 7.30 o'clock, and invites all interested persons, of either sex, to attend the class.

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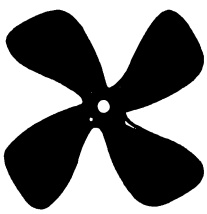

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KEEN interest on the part of the public in the projected plans for a NATIONAL THRIFT WEEK beginning January 17, 1920, has been evidenced in many ways already, the Savings Division of the Treasury Department announces. The purpose of the week will be the endeavor to start the country off in the New Year with a sound financial program for every individual and household. Two ends are sought: First, that the condition of the individual be improved, and second, that the financial and industrial strength of the nation be increased by the great

Tentaitve Program for National Thrift Week

National Thrift Day, Saturday, January 17, 1920.—To enlist the Nation in a campaign to "Save first and spend afterwards." In other words, to stick resolutely to the program of making the present insure the future by the regular saving and investment of some part of every pay envelope to finance future opportunities or needs; to invest savings safely, preferably in loss-proof government securities; to curb the profiteer by demanding a dollar's worth of goods for every dollar spent.

Thrift Sunday, Sunday, January 18.—Sermons in all American pulpits on the relation of economic life to religious well-being, and the need of sharing with others.

National Life Insurance Day, Monday, January 19.—To emphasize the importance of protecting one's family with life insurance.

Own-Your-Own-Home Day, Tuesday, January 20.—To show why desirable and how possible to own a home.

Make-a-Will Day, Wednesday, January 21.—To urge men to make wills, and in so doing impress upon them the necessity of making provision for the future.

Thrift-in-Industry Day, Thursday, January 22.—To emphasize the need for factory thrift, and the economic value of cooperation between capital and labor.

Family Budget Day, Friday, January 23.—To show the importance of using the budget plan in family finance.

Pay-Your-Bills Day, Saturday, January 24.—To emphasize the moral obligation to pay debts.

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sums of capital which will accrue through the practice of steady saving and safe investment on the part of citizens.

It is to bring to the attention of the country that it can, without sacrificing its pleasures or curtailing its comforts, add several billion dollars more to its capital account next year that plans for a National Thrift Week early in the year have been promulgated.

"Steady additions to the nation's capital are necessary if we are to take advantage of the trade and industrial opportunities that will keep us at our present full tide of prosperity. We must refrain from unnecessary and extravagant spending if we are to bring prices down. Having saved money, it is essential that the individual invest safely. To this end we urge continued investment in government securities, on which steady and good interest returns are assured, with full return of principal.

Savings Stamps and Treasury Savings Certificates will be available again next year at banks and postoffices, and Liberty Bonds may be purchased at or through any banking institution.

Formal pledges to cooperation in furthering National Thrift Week thus far includes the voluntary offer of a large firm to give a share of its advertising space, and resolutions by three of the largest banking groups of the country, the American Bankers' Association, the Investment Bankers' Association, and the American Institute of Banking. The latter at its recent convention in New Orleans adopted the following resolution:

Intelligent and systematic practice of thrift develops a higher type of individual and increases the economic strength of the nation; we therefore pledge ourselves to continue in cooperation with the several bureaus and departments of the Government and also such other organizations or agencies as are engaged in promoting public and private thrift.

We especially pledge ourselves to support and work for the success of the thrift plans being made for the week beginning January 7, 1920, by the War Loan Organization of the Treasury Department.

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When a duck lays an egg she waddles off as if nothing had happened. When a hen lays an egg there is a big noise, in which the entire barnyard seems eager to join. The hen advertises. Hence the high price of hen eggs, and not duck's. — *Bloomfield (Mo.) News.*

Men may boast of their great actions, but they are oftener the effect of chance than of design.—*De la Rochefoucault.*

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Profit-Sharing in Banks

(*Continued from page 744*)

COLUMBIA TRUST COMPANY'S PENSION AND PROFIT-SHARING FUND

The Columbia Trust Company of New York established a combination pension, death benefit and profit-sharing fund in December, 1915, which embodies many admirable features. For the first year the directors authorized that 10 per cent of excess earnings of the company above 6 per cent of the average capital, surplus and undivided profits, be appropriated for the fund. The fund is controlled by a board of five trustee appointed by the board of directors. The pension plan provides that those who have served 20 years continuously and have reached the age, if men, of 60 years, and if women, of 55 years, shall be paid after retirement and during their lifetime a pension of 2 per cent annually of the average annual salary for the last five years of service, multiplied by the number of years of service, not exceeding 35, after the age 21, except that the maximum pension shall be $3,600 per annum. Death benefits are paid to beneficiaries of employees dying either during active service or after retirement in accordance with a plan of payment based upon salary at time of death or retirement. The profit-sharing plan provides that one-half of any amount in excess of $10,000 which shall be received by the fund in any year as an appropriation by the directors of the company, shall be distributed by the trustees to those entitled to share therein. Each employee whose term of service is one year or more shares in the proportion that his or her salary for the previous year, plus a specified allowance for all employees of five years' service or more, bears to the total of salaries for such years of employees participating plus the total of such allowances, as per following table:

Terms of Service	Allowance
1 to 5 years	No allowance.
5 to 10 years	10 per cent of salary for such year.
10 to 15 years	20 per cent of salary for such year.
15 to 20 years	30 per cent of salary for such year.
Over 20 years	40 per cent of salary for such year.

OTHER PROFIT-SHARING AND PENSION SYSTEMS IN OPERATION

Many banks and trust companies are considering the adoption of profit-sharing and pension systems in lieu of the payment of bonuses. The Chemical National Bank of New York is one of the most recent to apply the profit-sharing plan. Last year the bank set aside for employees the sum of $91,022.79, equal to about 25 per cent of total salaries. In January last about one-fifth of this sum was dis-

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tributed and the balance was apportioned to the profit-sharing fund.

The Corn Exchange Bank of New York has also been very successful in admitting its employees to a share in the profits, the benefits of which go to the employees of the main office as well as of the numerous branches of the bank.

The Commercial Trust Company of Philadelphia recently inaugurated a profit-sharing system which provides that the distribution shall be made semi-annually in June and December, and there shall be set aside for such distribution the following percentages of the net earnings of the company for the period, net earnings to be calculated on the present basis:

2 per cent on $125,000 for 6 months.

2½ per cent on $150,000 for 6 months.

3 per cent on $175,000 for 6 months.

3½ per cent on $200,000 for 6 months, and thereafter an increase of ½ of 1 per cent for each increase of $25,000 in the net earnings.

Of the fund 25 per cent shall be distributed among the officers and 75 per cent among the employees. The distribution to the officers shall be under their control. The distribution to the employees shall be under the control of a board of governors, consisting of two officers and three clerks. Every employee shall be eligible to share in the distribution, provided the board of governors consider him deserving of such recognition, and their decision on this point shall be final.

The basis of distribution shall be the percentage the salary of employee bears to the salary list of all the employees, but upon recommendation by the head of a department the board of governors may award to any employee an additional bonus. The total amount so awarded for any period shall not, however, exceed 5 per cent of the fund and shall be deducted from it prior to distribution as above provided.

PRACTICAL DEMONSTRATION OF VALUE OF SYSTEMS DISCUSSED

A practical demonstration of the value of profit-sharing system for bank and trust company employees is afforded by the experience of the Guardian Savings and Trust Company of Cleveland. This conpany has had its plan in operation since July 1, 1913, during which time a fund of over $100,000 has been accumulated. The fund is so accumulated that each individual's account has no bearing upon the accumulation of any other, which prevents the fund from becoming depleted through the drawing by any member and also prevents an accumulation for the individual's benefit except in the regular way. A pension

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fund is conducted in connection with this system. The 260 employees of the Guardian Savings and Trust Company received $15,515 in cash as their "profit-sharing" portion of the bank's earnings during the past two years, which is independent of special bonuses received from time to time.

As the result of a study of profit-sharing systems employed by a number of corporations and banks the First National Bank and the allied First Federal Trust Company of San Francisco established a plan which provides that from the net profits for the year there shall be deducted an amount equal to 7 per cent of the capital, surplus and undivided profits, as of the first day of January of the current year. After making the above deduction, 20 per cent of the residue of the net profits shall be appropriated as the share of the profits in which employees shall participate.

Waste in Canadian Civil Service

Overmanning and duplication are costing the country millions of dollars. *The Civilian* is of the opinion that strikes are ineffective and uneffectual. If, however, the service should ever determine to strike, here is the theme upon which the first strike should be based, viz, that no further appointments (except technical ones) should be made for say five years, or until such time as the present surplus has been absorbed. The waste of public money as exhibited in the list of appointments published each month in *The Civilian* is alarming. The Civil Service Commission is helpless in the solution of this problem as they are required by law to supply the request for clerks, etc., made by the departments.

One reason why the service has not received an equitable bonus to meet the war-time increase in the cost of living is undoubtedly due to this same duplication of work and overmanning. To grant an increase cost of living bonus in the year 1918 would have cost, at a moderate estimate, $75,000,000 and such an amount voted for this purpose would have roused the country to the crying need of a revolutionary reorganization of our whole system of national service. So let the service establish a unique precedent in the industrial world by going on a strike for less pay in the aggregate and for a fair distribution based upon the principle of a minimum wage so that those of our number who are suffering the pangs of actual poverty shall receive a living wage.—THE CIVILIAN ("devoted to the interests of the Civil Service of Canada").

Do not be satisfied with demanding the union label yourself. Educate your wife and children to do the same thing.

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Growth of Unionism in the U. S. Postal Service

By GILBERT E. HYATT

President of National Federation of Postal Employees

(In the "American Federationist")

THE National Federation of Postal Employees, the union of the postoffice clerks, has secured concessions concerning working conditions and a temporary increase in salary classification to replace one over a decade in duration. This increase has been found, furthermore, so obviously inadequate as to make the granting of materially higher standards necessary. That any gains whatever were secured is a most notable victory in view of the notoriously reactionary policy of the department under the present postmaster-general. Every attempt to remedy conditions has been met by opposition and the antiquated methods of treating the labor problem have been accentuated. This opposition has risen to such heights as to produce a statement, concerning the wage increase spoken of, that the employees were already getting three times the stipend of the soldier. This exceeding novel comparison is characteristic of the entire attitude assumed.

WHAT THE FEDERATION HAS DONE AND THE SITUATION

In the face of this situation, the National Federation of Postal Employees has been able to make a campaign, through the public press, the agencies of the American Federation of Labor and the activities of its own locals and officers that has produced a sentiment of understanding and consequent sympathy with the conditions of the service never enjoyed before. The old delusion, one of the hardest obstacles the union has had to meet, that any government job is a sinecure, has been thoroughly exploded. It is now generally known that the occupation of the postoffice clerk is one of arduous requirements, necessitating long, specialized training. The injustice of this exploitation has come to be realized. So much is this true that it would appear that the Postoffice Department, the largest employing agency of the Government, must prove itself at least as humane and progressive an employer as the average private institution if it is again to be able to recruit its force with the number and the type of applicants formerly secured and which are necessary to its proper functioning. The difficulty in keeping even a skeleton force and in rendering even a hampered service, in many places proves that this is the case. The postal worker is seeking to apply to his in-

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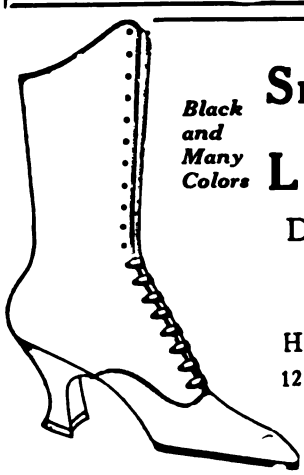
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dustry the same standards of employment now generally accepted in all other industries. He seeks a real eight-hour day and realizes that this can only be secured by the establishment of a punitive rate on overtime. The very crying grievance of night work must be compensated for by a differential in either time or money. The hardship of Sunday and holiday work must be similarly reduced or suitably rewarded. The agencies, if any can be said now to exist, for the redress of grievances, must be taken from the hands of an autocratic control demonstrated to be unable to administer them with justice, and placed in some less prejudiced instrument in which the employees will have their day in court. The necessity for a more flexible method of adjusting wage standards is becoming of more and more urgency, in view of the rapidity of changing conditions of the present. Toward these ends, considering the circumstances, it is felt that marked progress has been made and that the basis of advancement has been laid to a very hopeful degree.

GROWING UNITY AMONG FEDERAL EMPLOYEES' ORGANIZATIONS

An obvious correlative of the backward labor policy spoken of is that of opposition to any organization for the betterment of service conditions. This has gone so far as to characterize the hampered efforts of the employees as being menaces to public welfare and to offer as a suggestion for their suppression the repeal of legislation granting them the right of appeal to their only source of relief, Congress. That this right of petition is one secured to other citizens by an amendment to the Constitution is an illuminating comment on the attitude toward the people of the service. This is especially true as coming at a time when the government labor policy and the sentiment of all enlightened employers has turned to a recognition of the right of the worker to a voice in his conditions. In the face of such opposition a thorough unionization of the service has taken place. A most gratifying unity has appeared between the Federation of Postal Employees and the more recently unionized organizations, the National Association of Letter Carriers and the Railway Mail Association. The legislative agents of these bodies have pursued a systematic cooperation with the agent of the postoffice clerks' union, Thomas F. Flaherty. This same very promising growth of real organization spirit has appeared in connection with the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, the union of the departmental employees, and the other branches of the civil service.

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The elimination of the most insidious form of weakening influence that a trade union can meet, that of a dual organization, has also occurred. Entrenched in the favor of the department to such an extent as to have its legislative representative promoted to a highly preferred position in contradiction of the postmaster-general's own orders governing leaves of absence, etc., and pursuing a policy of subserviency, this rival body has been practically discontinued. Thus ends a fight over ten years in duration for the now conceded principle of affiliation with the American Federation of Labor.

DEVELOPMENT REMARKABLE IN NUMBERS AND SPIRIT

The extent of the growth of unionism is shown by the trebling of membership and the organization of over three hundred unions in this not numerous craft. In addition, a spirit of militancy has appeared and a much augmented knowledge of the powers of collective activity. This is of the greatest gratification aside from the material hopes it holds out to the members of this union as it was the pioneer to advocate the principle that the civil service worker must make common cause with his fellow-worker and that his problems are the same and must be met by the same remedy—an effective organization.

During the period just past a very marked increase took place in the number of union members of all classes of civil service workers, whether of federal, state or municipal alignment. Not only is this true as to the classes mentioned, but it is also very apparent in relation to professions formerly supposed to be impenetrable by the union idea.

THOROUGH ORGANIZATION OF CIVIL SERVICE IN SIGHT

The time is in sight when the civil service will be as thoroughly organized as the other industries. An indication of this is the estimation of the percentage of union members in the city of Washington, where almost the only industries are those manned from civil service channels, of one in every five of the entire population. Whatever the influence may have been of the trying situation on the worker on a fixed salary, and it has been keen, the fact still remains that he has enjoyed an awakening which bespeaks a more rapid progress and a much more widened viewpoint and usefulness in the common struggle of the organized movement for a better day.

Being, as has been said, the pioneer civil service union, the National Federation of Postal Employees feels that it has especial reason for pride in the course events have taken.

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WATERVLIET, N. Y., No. 128—Chas. H. Brennan, Jr., Pres., 1418 5th Ave.; Miss C. M. Simmons, Sec., 521 Pawling Ave., Troy, N. Y.

WHARTON, N. J., No. 136—Elton W. Jenkins, Pres., Mine Hill, Dover, N. J.; B. E. Gilbert, Sec., Dover, N. J.

WHEELING, W. VA., No. 121—A. W. Kreamer, Pres., P. O. Bldg.; E. H. Mondrell, Sec., 1507 Jacob St.

WHITE EARTH, MINN., No. 57—O. W. Dummert, Pres.; Mrs. E. M. Henderson, Sec.

WICHITA, KAN., No. 106—John C. Lappin, Pres., 838 West Central Ave.; Robt. F. Dey, Cor. Sec., 1221 Lewellen Ave.; S. P. Peterson, Fin. Sec., 1003 Beacon Bldg.

WILMINGTON, DEL., No. 110—Simon P. Doherty, Pres., 1403 W. 3d St.; Miss M. E. Cummings, Sec., 6th and King Sts.

WILMINGTON, N. C., No. 31— H. B. Branch, Pres., U. S. Employment Service; H. H. Ford, Sec., U. S. Engineer's Office.

WOODSHOLE, MASS., No. 74—Geo. E. David, Pres., U. S. Bureau of Fisheries; W. H. Thomas, Sec., U. S. Bureau of Fisheries.

WYANDOTTE, OKLA., No. 116—R. B. Demaree, Pres., c/o Indian Service; G. A. Reicker, Sec., c/o Indian Service.

YUMA, ARIZ., No. 64—F. B. Blake, Sec., U. S. Reclamation Service.

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THE FEDERAL EMPLOYEE

OFFICIAL MAGAZINE OF NATIONAL FEDERATION OF FEDERAL EMPLOYEES

ISSUED WEEKLY

Vol. IV WASHINGTON, DECEMBER 20, 1919 No. 28

Navy Yard Employees to Stay on Their Regular Jobs

Navy Department order strictly prohibits assignment of employees of Navy Yards and Stations "to duties outside of the scope of their respective ratings,"

EMPLOYEES at navy yards and stations throughout the United States will be glad to learn that the practice of assigning men to duties not properly belonging to them is to be discontinued. This practice has been the subject of many complaints for a long time, and our National Federation has taken up the matter strongly with the Navy Department on more than one occasion in an endeavor to bring about better conditions in this respect.

A circular letter issued by the Navy Department under date of December 5 and bearing the signature of Secretary Daniels reads as follows:

From: Secretary of the Navy.
To: Commandants and Industrial Managers, Navy Yards and Naval Stations.
Subject: Assignment of employees to work out of their ratings.
References: (a) Art. 221 (4), Naval Instructions, 1913. (b) Dept's circular letter of Aug. 8, 1918.

1. As a result of an investigation at two eastern navy yards, as well as complaints received through the Civil Service Commission and from outside sources that employees are assigned to duties outside of the scope of their respective ratings, it has been forcibly brought to the attention of the Department that there obtains a persistence on the part of yards officials to assign certain employees to duties outside of the scope of their respective ratings in spite of the prohibition contained in references (a) and (b) and repeated specific directions in correspondence over the Secretary's signature to discontinue such practice.

2. The Department intends that its official directions shall be respected and complied with.

3. It is therefore directed that the Commandant or Industrial Manager and the heads of Departments take immediate steps to return to the duties usually and ordinarily performed by employees in their respective ratings all employees who are assigned to duties without the scope of their ratings, except in such cases as have been specifically authorized by the Department. When this has been done a report shall be submitted by the Commandant or

(Continued on page 8)

Civil Service Commission on War Risk Removals

Commission agrees with President Beach of Local No. 2, that employees having classified service status "should be the last to go," differing in this from declared policy of Personnel Officer of War Risk Bureau.

THE SITUATION in the War Risk Bureau, where hundreds of employeees are being let out from time to time, naturally is a matter of real concern to the victims and those personally interested in them, as well as to all who are concerned with the administration of this great bureau and of the civil service law in general.

In view of the fact that the majority of the employees dropped have a classified civil service status while hundreds of temporary and contract employees are being retained, the following letter was addressed to President Martin A. Morrison of the Civil Service Commission by President Beach of Local No. 2, under date of December 3. Mr. Morrison's reply, which is also appended, shows that the Commission and the union are in accord in their view of the case.

Dear Mr. Morrison:

I am inclosing herewith a copy of THE FEDERAL EMPLOYEE of November 22, 1919, and beg leave to invite your attention to the article beginning on page 3, entitled "Executive Committee of Local No. 2 Calls on Colonel Wainer." This article comprehends a fair report of an interview between our Executive Committee and Colonel Wainer following a recent reduction of the clerical force in the Bureau of War Risk Insurance.

Our interest in this matter lay in the fact that it had been reported to us, when making a necessary reduction in force, the Bureau of War Risk Insurance had dismissed employees having a civil service status and had retained temporary appointees. We conceive it to be our duty to uphold the principles of the civil service on all occasions, and believing that the action conplained of was inimical to the best interests of the service, took up the matter with Colonel Wainer.

We cannot indorse the policy laid down by Colonel Wainer and which is outlined in the second paragraph of the article aforesaid. We are firm in our belief that employees having a civil service status shall be retained and that temporary and contract employees shall be first dismissed when there is necessary reduction in the force. Furthermore, we express the opinion that the employees who have been in other branches of the service for years and who were transferred to the Bureau of War Risk Insurance for the purpose of assisting in the organization of that bureau shall be retained until the last.

We should be pleased to have the views of the Commission on this subject including a statement as to whether the policy laid down by Colonel Wainer meets with your approval.

Very respectfully,
JOHN S. BEACH.

United States Civil Service Commission,
Washington, D. C., December 6, 1919.

Mr. John S. Beach,
President, Federal Employees Union No. 2,
Washington, D. C.

Sir:

In reply to your letter of December 3 enclosing a copy of THE FEDERAL EMPLOY-

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EE of November 22, 1919, inviting attention to the statement of Colonel Wainer declaring that no discrimination would be made between regular and temporary appointees when further reductions of force are made in the Bureau of War Risk Insuranec; stating that you cannot endorse this policy, being firmly of the opinion that employees having a civil service status should be retained; that temporary and contract employees should be first dismissed; and asking the views of the Commission—you are informed that the Commission is of the opinion that in making necessary reductions of force employees regularly in the competitive classified service should be last to go.

The Commission's view on this subject have been clearly and fully set forth to the Secretary of the Treasury.

By direction of the Commission:

Very respectfully,
MARTIN A. MORRISON,
President.

"How the Biggest Business in the World Is Run"

Under the title which appears above, Donald Wilhelm contributes to the *Saturday Evening Post* of December 13 an article descriptive of the way in which Uncle Sam conducts the affairs of the people, which is at once interesting and instructive, particularly so to those on whom he depends to do the work. The huge task of reclassifying the government service in the District of Columbia is dwelt upon at considerable length. This is a matter of the utmost concern to all federal employees wherever they may be located, as there can be no doubt that the results of reclassification will spread at no distant day to every corner of the land.

Brother C. F. Hutchinson, of San Francisco, our National Fourth Vice-president, suggests that the article referred to above should be read generally by our membership, a suggestion which THE FEDERAL EMPLOYEE heartily approves.

Important Salary Decision

The Judge Advocate General of the Army has rendered a decision of no little importance to the many government employees in various places and branches of the service, under that department, to the effect that the granting of the war emergency increase ($240 for the current fiscal year) does not operate to prevent those receiving it drawing rations, as heretofore. This will give relief in many cases in which higher officials had acted on a contrary assumption.

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"Well, Mary," said the minister kindly, "you didn't come to our little gathering last night after all. How was that?"

"Please, sir, I had a little gathering of my own that prevented me."

"Oh! And where was that?"

"On the back of my neck."

—*Ladies' Home Journal.*

Motor Transport Corps' Policy Regarding Civilian Personnel

In response to representations made by National President Steward assurance is given that civil service employees "are being retained in the service in all cases wherever it is possible to find an opening."

ONE OF the serious problems incidental to the war with which our National Federation has been confronted is the displacing of civilian employees by enlisted men in various branches of the military and naval service. Among other cases of this kind there has been more or less trouble in the Motor Transport Corps of the Army, which has engaged the attention of our national headquarters. In connection with the release from service of certain civilian employees in the San Francisco district President Steward has received the following communication, under date of December 10, from Colonel Jacob A. Mack, of the above-named corps, written on authority of the Chief of the Motor Transport Corps:

Immediately after the signing of the Armistice, November 11, 1918 great pressure was brought to bear on the War Department, looking to the immediate discharge from the military service of the enlisted personnel who were drafted for the emergency only. In order to comply with this policy, it was obviously necessary that the greater portion of this enlisted personnel be replaced by civilians so as to continue the multitudinous activities of the War Department without serious interruption. The employees so hired were given only temporary appointments with the understanding that their services would only be required as long as the particular job which had been assigned to them might last, or until reorganization of the personnel of the Army could be effected, which would eliminate the necessity for their services.

During the existence of this policy, several hundred civil service employees were transferred from the different departments in Washington, D. C., to several of the field offices of the Motor Transport Corps. This action not only furnished the field service with experienced personnel, but also aided in reducing the number of employees in the District of Columbia. Attention is invited to the fact that the combined salaries of these employees amount to several million dollars every quarter for the Motor Transport Corps alone, and, therefore, in the interests of economy, this corps is now releasing from the service such employees as can be spared without seriously impairing the work yet to be done. Temporary employees, of course, are discharged first; then probational employees, and last of all, permanent Civil Service employees. It is desired to state, however, that this latter class is not released from the service without a careful investigation in the district in which they are located with the view of giving them another assignment. The enlisted personnel of the Motor Transport Corps is gradually becoming sufficiently trained to take the places of unskilled civilian labor, and in such cases it is considered of paramount importance that such civilians be discharged, it being clearly demonstrated that their services are no longer required. The fact should be borne in mind that the activities of the War Department are being conducted from a military standpoint and, in the interests of efficiency and economy, these activities should be performed wherever possible by military men.

This office desires to assure your organization that everything possible is being done for the safeguarding of Civil Service employees in the Motor Transport Corps, and they are being retained in the service in all cases wherever it is found possible to find an opening. In other words, they are not being dropped from the service on account of reduction in force, or for any other reason unless there is not sufficient work to warrant their retention.

News from the Field

LITTLE ROCK LOCAL SENDS MESSAGE OF APPROVAL

IT IS GOOD to know that the pen of Brother A. W. Wright, publicity agent of the Little Rock (Arkansas) Local, has now gotten into action, as witnessed by the appreciative words which we quote below. We hope this is evidence that Brother Wright has now acquired the habit and that Little Rock will be heard from frequently. He writes:

"We find much interesting reading in the last issue of THE FEDERAL EMPLOYEE and will briefly comment on a part of the good work accomplished at the recent convention.

"Your Resolution No. 49, creating a standing Grievance Committee of the National Federation, meets with our approval absolutely. Every organization should have a regular standing grievance committee, and all grievances of any nature should be placed in its hands for adjustment.

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of great importance. Nearly all crafts in the Building Trades Department, and nearly all of the office force of private industries have a Saturday half-holiday, and in our opinion the Government should treat their employees at least as fairly as private concerns treat theirs.

"Resolution No. 110, 'insturcting the Executive Council to request the several department heads to make their estimates for the appropriations necessary for their conduct of their respective departments large enough so that needed increases in salary may be granted,' in our opinion is of much greater importance than appears on the surface, for many changes have often been made between the time the appropriation is made and the end of the period it covers.

"Resolution No. 92 is also an important matter and the adoption of it would mean a great deal to both government employees and employees of private companies or corporations. [The above resolution declares, generally speaking, that thirty days notice should be given government employees in event of discharge, furlough, or placing on inactive list.—EDITOR.]

"Your editorial note (page 671), 'Our Trade Union College,' is very good. We will state that Little Rock, Ark., is one of the leading cities of the country to adopt vocational training in the government camps and local high schools. Camp Pike has a vocational training department, and we are glad to say that the matter is now in the hands of trade unionists as far as possible for it to be handled that way. The local high schools have vocational training, and we have succeeded in placing at the head of each department teachers belonging in the ranks of trade unionism.

"Your editorial on 'Uncle Sam's Collective Bargaining' is good and deserves much favorable comment, but as we have in the past confined ourselves to local publications, we will try not to use too much space in our official journal on our first venture."

NEW OFFICERS ELECTED BY THE ST. LOUIS LOCAL

For the appended list, St. Louis Local (No. 24), we are indebted to Brother Charles H. Kollmeyer, who serves that union as secretary:

The following were elected Tuesday, December 2, to serve for the calendar year 1920:

President, EDWARD W. TOBIN, Bureau of Naturalization; *First Vice-president,* HARRY E. SCHUENEMEYER, Custodian's Department; *Second Vice-president,* HENRY J. MCINNIS, Lighthouse Service; *Corresponding Secretary,* CHARLES H. KOLLMEYER, Internal Revenue Service; *Financial Secretary,* WALTER H. PFEIFFER, Medical Supply Department; *Treasurer,* WALLIS NICHOLSON, Custodian's Department; *Guardian,* ERNEST SCHAEFFER, Quartermaster's Department; *Guide,* HENRY EULER, Quartermaster's Department.

Practically every department is now represented in our organization, which heretofore has not been the case. This condition of affairs has created unprecedented enthusiasm among the membership generally, and will undoubtedly be of great benefit and advantage in numerically strengthening our local.

PHILADELPHIA UNION INSTALLS OFFICERS AT LIVE MEETING

A unique feature was introduced at the close of the installation of officers of F. E. U. No. 23 Friday evening, November 28, when the Women's Unit arose in a body and sang the following, composed for the occasion by Miss Louise Van Campen, to the tune of "Bubbles":

The officers of our Union,
We are glad that you are here.
Kinsell is great;
Barnett, Oelhaf,
Fedalei and Gotwals, too.
Cloud, our Secretary,
And Leute and Reiss,
The officers of our Union
We are glad to welcome you.

This to the tune of "Mickey"—

Kinsell, good old Kinsell,
For your eyes are twinkling true,
With your smiling so beguiling,
There's a bit of Killarney,
Bit of blarney, too.
President of our Union,
You have lots of work to do;
We will help you,
We will help you,
Is there anything that you
Want us to do for you?

About 450 members were present, about seventy of whom were obligated, bringing the membership up to 3,100.

Miss Freda Miller, Miss Pauline Newmann, and Miss Margaret Burke, of the Women's Trade Union League, were visitors and brought greetings from their organization.

Refreshments were served at the close of the meeting.

E. G. O.

SAN FRANCISCO LOCAL MUCH ON THE MAP

"We have enrolled 1,240 new members since January 1, 1919"—this is the first line to attract our attention in the circular letter issued recently by the San Francisco Local (No. 1) for the benefit of their membership. It should be added that No. 1 issues a news sheet of this kind frequently in order that its members may know what is going on of special interest to them in organization affairs.

Mention is made of an installation dance, an account of which will, we trust, reach headquarters shortly. The Golden Gate Local is not the only one of our unions to appreciate the fact that the social side of our work is a valuable aid to gaining and holding membership and, in general, to helping along the cause.

At its regular meeting held December 2 the San Francisco Local adopted the following resolutions:

WHEREAS, In view of the constant menace to the principles and aims of organized labor caused by a certain element within the ranks of organized labor and which with the other disturbing ideas disseminated has tended to cause dissatisfaction, discontent, and unrest; be it

Resolved, That Federal Employees Union No. 1, NATIONAL FEDERATION OF FEDERAL EMPLOYEES, of San Francisco, Cal., at its regular meeting held December 2, 1919, does heartily approve of the sentiment, "urging that Labor Unions purge themselves of Mooneyism and kindred ills"; and be it further

Resolved, That copies of this resolution be forwarded to the Governor of the State of California, to the President of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, the American Federation of Labor, THE FEDERAL EMPLOYEE, the *Labor Clarion,* and the daily press, and also be spread on the minute book of this Union.

"THINGS ARE HUMMING" ON THE BROADWAY FRONT

Evidently there is no grass growing around the feet of our New York City brethren. Note what Brother Theodore H. Saal, corresponding secretary of our biggest field local, has to say of the situation along the Hudson:

Just a line from the "Big Village," to let you know that things are humming here. The local is in the throes of a monster membership campaign, under the able leadership of Sister Elizabeth Aldrich, which, though in its early stages, has already achieved ponderance results in the shape of the re-organization of a defunct branch and the organization of at least one new one. Telling effects are confidently awaited when the movement gets in full swing.

Meanwhile preparations are going forward for our annual entertainment and ball, under the chairmanship of National First Vice-president William E. Junker. The function this year bids fair to excel anything previously attempted, and when it is remembered that there were over 2500 tickets sold last year, it becomes clear that this is going to be "some affair."

FORMATION OF BRANCH W, CUSTODIAN SERVICE, LOCAL NO. 4.

The Custodian Employees of the Pennsylvania Terminal Station of New York City and the City Hall Station have been organized into a 100 per cent branch by Miss Elizabeth Aldrich in New York's membership drive. In this work Miss Aldrich was ably assisted by President Fitzgerald, President John Viele of the Branch B, Vice-president Junker, and others.

(*Continued on page* 5)

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Bit of blarney, too.
President of our Union,
You have lots of work to do;
We will help you,
We will help you,
Is there anything that you
Want us to do for you?

About 450 members were present, about seventy of whom were obligated, bringing the membership up to 3,100.

Miss Freda Miller, Miss Pauline Newmann, and Miss Margaret Burke, of the Women's Trade Union League, were visitors and brought greetings from their organization.

Refreshments were served at the close of the meeting.

E. G. O.

SAN FRANCISCO LOCAL MUCH ON THE MAP

"We have enrolled 1,240 new members since January 1, 1919"—this is the first line to attract our attention in the circular letter issued recently by the San Francisco Local (No. 1) for the benefit of their membership. It should be added that No. 1 issues a news sheet of this kind frequently in order that its members may know what is going on of special interest to them in organization affairs.

Mention is made of an installation dance, an account of which will, we trust, reach headquarters shortly. The Golden Gate Local is not the only one of our unions to appreciate the fact that the social side of our work is a valuable aid to gaining and holding membership and, in general, to helping along the cause.

At its regular meeting held December 2 the San Francisco Local adopted the following resolutions:

WHEREAS, In view of the constant menace to the principles and aims of organized labor caused by a certain element within the ranks of organized labor and which with the other disturbing ideas disseminated has tended to cause dissatisfaction, discontent, and unrest; be it

Resolved, That Federal Employees Union No. 1, NATIONAL FEDERATION OF FEDERAL EMPLOYEES, of San Francisco, Cal., at its regular meeting held December 2, 1919, does heartily approve of the sentiment, "urging that Labor Unions purge themselves of Mooneyism and kindred ills"; and be it further

Resolved, That copies of this resolution be forwarded to the Governor of the State of California, to the President of the NATIONAL FEDERATION OF FEDERAL EMPLOYEES, the American Federation of Labor, THE FEDERAL EMPLOYEE, the *Labor Clarion*, and the daily press, and also be spread on the minute book of this Union.

"THINGS ARE HUMMING" ON THE BROADWAY FRONT

Evidently there is no grass growing around the feet of our New York City brethren. Note what Brother Theodore H. Saal, corresponding secretary of our biggest field local, has to say of the situation along the Hudson:

Just a line from the "Big Village," to let you know that things are humming here. The local is in the throes of a monster membership campaign, under the able leadership of Sister Elizabeth Aldrich, which, though in its early stages, has already achieved ponderance results in the shape of the re-organization of a defunct branch and the organization of at least one new one. Telling effects are confidently awaited when the movement gets in full swing.

Meanwhile preparations are going forward for our annual entertainment and ball, under the chairmanship of National First Vice-president William E. Junker. The function this year bids fair to excel anything previously attempted, and when it is remembered that there were over 2500 tickets sold last year, it becomes clear that this is going to be "some affair."

FORMATION OF BRANCH W, CUSTODIAN SERVICE, LOCAL NO. 4.

The Custodian Employees of the Pennsylvania Terminal Station of New York City and the City Hall Station have been organized into a 100 per cent branch by Miss Elizabeth Aldrich in New York's membership drive. In this work Miss Aldrich was ably assisted by President Fitzgerald, President John Viele of the Branch B, Vice-president Junker, and others.

(*Continued on page* 5)

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The FEDERAL EMPLOYEE

A Magazine for Government Workers

VOL. IV DEC. 20, 1919 No. 28

THE FEDERAL EMPLOYEE is published weekly by the National Federation of Federal Employees at the Offices of the Federation, 1423 New York Avenue, Northwest, Washington, D. C.
Editor, JOSEPH G. GURLEY.
Business Manager, E. J. NEWMYER.

OFFICIAL MAGAZINE OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Entered as second-class matter, August 24, 1916, at the Postoffice at Washington, D. C., under the Act of August 24, 1912.

OUR BIGGEST PROBLEM AND OPPORTUNITY

Now that the work of the Joint Congressional Commission on Reclassification is rapidly nearing its close, it becomes evident that Reclassification overshadows in importance all the other problems confronting our organization. This is true because the subject-matter, which is now taxing the abilities of the Commission to the utmost, is so broad in scope that it includes virtually all the proposed changes which have been proposed for the upbuilding of the Civil Service and the betterment of the conditions under which the employees work. Nothing shows this more clearly than an enumeration of the basic principles which have been laid before the Commission and which are now receiving from that body the most earnest consideration. These are:

A salary and wage increase of eighty percent for government employees in general.

A minimum wage of $1,320 a year.

Appropriations on a lump-sum instead of a statutory basis.

Equal pay for the same work for both men and women.

Creation of a permanent wage board and personnel tribunal.

Enlargement of the Civil Service Commission.

A system of promotion based on merit.

Elimination of inefficient employees.

Creation of a permanent training school for government employees.

Provision for thirty days leave each year as a right, not a privilege.

It is of course impossible to say at this stage of the proceedings to what extent the foregoing principles will be accepted by the Reclassification Commission. There is, however, good ground for the belief that most of them will be incorporated in the bill embodying the conclusions reached by that body, which will be drafted in the near future.

The proposed minimum wage of $1,320, it may be pointed out, represents the $1,080 of the Nolan bill plus the present war energency increase of $240. Further, the suggested general salary increase of eighty percent is closely in accord with total allowance granted the coal miners, under the strike-settlement plan of the Fuel Administration, that is, fourteen percent in addition to sixty-six percent, the latter representing the aggregate of increases received by them since 1913, on authority of former Administrator Garfield.

Both the minimum wage as proposed and the salary increase have the hearty support of government experts and other economists well known throughout the land. Certainly neither can be regarded as unreasonable or extravagent in the light of repeated investigations and reports, made by government officials as well as by private authorities, which establish the fact that in order to live in health and reasonable decency and comfort the average family of five needs $2,262 a year.

The fact cannot be stressed too strongly that Reclassification means just as much to the government employees outside of Washington as to those within the borders of the National Capital. The government house cannot remain divided against itself. Whatever is done for the employees within the shadow of the Capitol's dome will undoubtedly be done, before many moons shall have passed, for their brethren in all branches of the service. Hence, it is up to the entire membership of our organization to give the closest scrutiny to the work of the Reclassification Commission and to be ready to put forth their best efforts toward placing on the statute books every recommendation that the Commission may make that will tend toward perfecting the Civil Service.

Reclassification is at once our greatest problem and our greatest opportunity. The word OUR is used advisedly, for Reclassification in any adequate degree would be impossible of achievement without efficient organization on the part of the governments employees. It is up to them to see that the big constructive task—the biggest ever undertaken for the uplift of the Civil Service—in the starting and the carrying on of which they have played so large a part, shall not be permitted to fail. The situation calls for teamwork on the part of "every bloomin' soul."

A Good Sign

Authors are reputed to dread nothing so much as the fate of being unnoticed. So, also, with statesmen and "near" statesmen. "I don't care what you say about me, boys, so long as you say something"—this to a group of newspaper men from the lips of a well-known character "on the Hill," who is a post-graduate of the University of Self-advertising.

This is by way of prelude leading up to the gratifying fact that our cause is coming more and more into the public prints. While we confess to sharing to some extent the feeling of the two classes mentioned above, we are happy to know that much that is being said about our organization and the results it is striving to accomplish is appreciative. Witness two very able and helpful contributions of late, one by W. E. Brigham, Washington correspondent of the *Boston Evening Transcript*, which occupies several columns in the issue of Saturday, December 6, and the other by Donald Wilhelm, which fills a number of pages of the *Saturday Evening Post* of December 13. Both of these articles will receive liberal attention in our next "monthly" issue (January 10).

OUR RIGHT OF ORGANIZATION AND AFFILIATION

"The protection of the rights and interests of wage-earners in NATIONAL, State, and municipal service requires for them the right of organization. Since the interests of these workers can be best promoted through legislation and administration, their right to organization and affiliation with the American Federation of Labor must at all times be fully safeguarded."

—*From the Declaration of the Labor Conference in Washington, called by the American Federation of Labor December* 13, 1919.

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News From the Field

(*Continued from page 3*)

The Custodians are very enthusiastic, have elected an able president, and give promise of being a fine branch. They have started out with 120 new members. The officers elected are: Jas. J. Murphy, President, City Hall Station; Jas. E. Bell First Vice-president, City Hall Station; Jno. Hamilton, Second Vice-president, Pennsylvania Terminal Station; Nathaniel H. Lane, Financial Secretary and Treasurer, Pennsylvania Terminal Station; Jno. E. Woods,, Corresponding Secretary, City Hall Station; Jas. Porterfield, Guardian, Pennsylvania Terminal Station; Rob. S. Winfield, Member of Board of Representatives, City Hall Station; Jas. Phillips, Member of Board of Representatives, Pennsylvania Terminal. Station.

NEW YORK NAVY YARD GIRLS TO GIVE PLAY

A great deal of interest has been excited in Federal Employees Union No. 4, New York City, in the last week by the announcement of a special feature—a surprise—to be given at the Local's Ball, at the Central Opera House, February 2, 1920. This great treat will be an entertainment by some of the prettiest girls of the Navy Department.

Just what the character of this entertainment will be has not yet been divulged. Rumor, however, has it that the costumes will be very attractive and becoming to their fair wearers.

Whether this feature will contain music, dancing, or the spoken drama is as yet a mystery. Miss Ethel Hummel, of the Pricing Section of the Supply Department, Brooklyn Navy Yard, is in charge of the entertainment. Miss Hummel is a very capable actress and will direct. Among others who will appear will be Miss Pauline Einhorn, the guide of Local No. 4, Miss Eva Stern of Branch D, Miss Edith Pickles, Branch Q, and last but not least, Miss Athena Condouris, the capable and popular Financial Secretary of Branch Q, Fleet Supply Base.

This array of talent, youth and beauty is expected to swell the crowd at the ball.

ORGANIZING LOCALS IN A "FLIVVER" AND A BLIZZARD

There may be those who imagine that organizing new unions is a life of blissful ease, and that the path of the organizer is always strewn with fragrant flowers. If such there be they would have been rudely disillusioned by making a trip lately on an errand of this kind with Brother Thomas B. Rea of Omaha, who speaks feelingly of his experiences. We will let Brother Rea tell his own story:

"I wish to report on my effort at organization," he writes, "during a real western storm and all the 'diversion' that goes with it."

I left Omaha at 4:30 p. m. November 26th, arriving at Rushville at 1:00 p. m. the 27th, seven hours late, with stages and other means of conveyance to Pine Ridge out of commission on account of the storm and bad roads.

On the 28th, in company with Mr. Rosecrans, live stock detective for the reservation, we started for Pine Ridge. On way out found the stage completely out of commission in a snowdrift. We took on two of his passengers, and the third, a young Indian not very well clad for the inclemencies, before he froze "beat it" to the nearest farm house, about two miles distant.

After digging ourselves out of several snowdrifts we finally arrived at Pine Ridge, with a splendid appetite and considerable ardor for the cause. On meeting Mr. Tidwell, he informed me that when the inclement weather began to brew he tried to wire me not to come, but wires were badly down, so I presume he and others thought they would make the most of a bad situation, which I am sure they did.

After pushing our "flivver" through the snow several times we arrived at Rushville at 7.15 p. m., just about 10 minutes ahead of the train for Omaha, on which I arrived at 1.00 p. m. Sunday, November 30th.

Owing to the condition of the weather, bad roads, etc., it was impossible to go to Rosebud on this trip.

Rent Situation in District of Columbia

President John S. Beach, of Local No. 2, addressed the following letter to President Wilson regarding the rent situation, under date of December 4:

"Dear Mr. President:

"It has come to our attention, both personally and through the columns of the local press, that landlords have been serving notices of eviction on tenants since the Saulsbury Act was declared unconstitutional.

"It is believed that the appointment of the Commission to carry out the provisions of the Anti-profiteering Rent Act would operate in the interest of tenants who have been, or who may be, threatened with eviction.

"In the interests of thousands of government employees whom we represent, we are bringing this matter to your attention in the hope that the Commission will be named at an early date.

"Very respectfully,
"JOHN S. BEACH."

The fingerprint experts of the War Department recently made application for membership in the Scientific and Technical Branch and are being admitted. About 30 have joined.

The Customs Questionnaire

IN ACCORDANCE with the instructions of the Executive Council at its recent sessions, the undersigned was instructed to secure additional information from the Customs Efficiency Board with respect to the purpose of the questionnaire recently distributed among Customs employees. This has been done, and a copy of "Division of Customs, Circular Letter No. 481, October 1, 1919," upon the subject, has been furnished the Editor of THE FEDERAL EMPLOYEE, with appropriate comment thereon for the enlightenment of our membership. Attention is respectfully invited to said article, which, the Editor advises, appeared in the last monthly issue (December 13).

It affords me pleasure to invite further attention to the more recent statement of the Secretary of the Treasury on this subject, as follows:

. . . the questionnaire referred to was prepared and distributed with the primary object of obtaining data relative to the personnel of the Customs Service and the character and scope of the work performed at the several ports which would be of interest to the Department in determining the inequalities with respect to pay and duty assignments that exist in the various Customs collection districts. The data compiled from such questionnaires was furthermore intended to serve as a basis for a proposed revision of the present salary schedules of the Customs Service, provided the necessary authority therefor is obtained from Congress. I may add in this connection that it was not proposed to use the questionnaire for the purpose of rating the relative efficiency of individual members of the Customs force, but rather as a basis of comparison of the salaries paid at the different Customs ports for the performance of identical duties; this, in order that a uniform and equitable salary scale could be fixed upon for the various grades of work performed in the entire Customs Service.

S. TYSON KINSELL,
Sixth Vice-president, N. F. F. E.
Philadelphia, Pa.

Death of One of Youngest Members of Local No. 2

It is with great regret that we announce the death of one of the youngest as well as one of the first members of Local No. 2, little Amos L. Norton, Jr., a messenger in the Government Printing Office. The little fellow passed away November 4, after an illness of three days from ptomaine poisoning. Unusually bright and wideawake, he was popular with his associates at the Printing Office and the boys of his home town, Mt. Rainer. He was one of the first to buy a Liberty Bond and to join the Union. THE FEDERAL EMPLOYEE joins with the numerous friends of the deceased lad in extending sympathy to his parents.

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Smoker for Men Collectors of Local No. 2

ON FRIDAY night, December 5, a "smoker" was given to the men collectors of the union at headquarters. Some 60 collectors responded, and the result was one of the most enthusiastic meetings ever held by the union.

The meeting was presided over by Chairman Ulrey J. Biller, of the Committee on Organization, assisted by Chairman W. M. Schoonmaker, of the Committee on Collection of Dues. President Beach, of Local No. 2, was among those present.

Brother Biller characterized the meeting as the best union meeting he had ever attended, a gathering in which everybody was alive, keen, and alert, and, in welcoming the collectors, styled the affair as a sort of get-together meeting, where it was wanted that the collectors do the talking. "Tell us your troubles. Perhaps some of them can be remedied. We are facing the greatest opportunity in our existence—it will take the greatest effort to succeed in the reclassification work. I am satisfied the report will be highly satisfactory to the federal employees. It is necessary to get the means and the membership and to hold together during this great reclassification fight."

Brother F. M. Barnes, of the Treasury Department, emphasized the importance of an affiliation with the American Federation of Labor as an element of strength. On his motion it was unanimously voted to recommend to the Executive Committee that the article published in a recent issue of the weekly FEDERAL EMPLOYEE on our relations with the A. F. of L., as well as the expressions of President Wilson, and Ex-Presidents Roosevelt and Taft on unionism, be published in the form of a tract for general distribution.

Brother S. E. Blassingham, of the Postoffice Department, in indorsing the proposition of having printed this tract, stated that not long ago he happened to be at headquarters and noted that on that particular day twenty-eight persons had come into the union, a circumstance which indicates that the principle of organization is much alive.

Dr. T. P. White, of the Department of Agriculture, said that, as the time for the Reclassification Commission to make its report to Congress approaches, there is great interest as to what Congress will do. That there will be a hard fight to bring about the adoption of a comprehensive plan of reclassification is to be expected, but with united action the day can be won.

Mr. P. M. Kennerly, of the War Department, reported as follows: "In my division there has been absolutely no loss of membership—I am taking in new members every month. I shall have new members this month. I have repeatedly assured inquirers that the A. F. of L. has absolutely no control over the Federal Employees Unions. We are absolutely autonomous. Under no conditions can the A. F. of L. order us to strike. What we pay the A. F. of L. is 12 cents per year for office expenses and not one cent of our money goes to foment or support strikes."

Recent Branch Meetings

WAR DEPARTMENT

THE WAR Department Branch held its monthly meeting Wednesday evening, December 3. The principal address was given by Ulrey J. Biller, chairman of the Committee on Organization. The keynote of the speech was that the American Federation of Labor is the stone wall that stands between American institutions and anarchy, and that if labor cannot get justice through the Federation sporadic anarchy will break out.

The Union, said Brother Biller, has been the greatest investment in the world to government clerks, having already paid a dividend of $240 and effected a saving of an hour per day of labor, on an investment of $6. But it has meant more than a raise of salary or a shortening of the working day. It has established a democracy in government service undreamed of in the past, owing to the fact that the clerks and their chiefs belong to the same organization.

Touching the matter of reclassification, the speaker pointed out that there are two important things to be gained from this program if adopted as now proposed: automatic advancement in salaries and equality for women. Automatic advancement means that the clerk will advance from the entrance salary of $1,320 by the addition of $120 each year as a matter of course, without recommendations from those higher up, unless the chief shows good cause why the clerk should not receive the increase. This would eliminate in large measure personal influence and favoritism. By this plan the women would be able to work up to the better-paid positions. At present but few women have reached the $2,000 mark and very rarely is a woman paid more than that amount.

Comparing the salaries of government clerks with those paid in the business world, Mr. Biller said that the new clerks (or apprentices) in government work are receiving an entrance salary slightly higher than in commercial activities, but that the higher grades of work in government service are greatly underpaid. Business institutions pay four times, for instance, as much for good auditors as does the Government.

DEPARTMENT OF COMMERCE

The Commerce Branch held a get-together meeting in Musicians' Hall Thursday evening, December 4, in which speaking, dancing, and refreshments were the features.

In the early part of the evening addresses were made by National President Luther C. Steward and Chairman Ulrey J. Biller, of the Organization Committee of Local No. 2. Mr. Steward opened his remarks with the statement that we cannot get anything, not even a black eye, without fighting, and reviewed briefly the struggle on the part of the Union to have the matter of reclassification taken up by a commission. He expressed himself as being reasonably sure that the final report of the Commission will result in a bill which, if passed, will mark a substantial improvement in the wages and working conditions of the government employee. With the report of the Commission, the work will not be finished, but merely begun, from the employees' standpoint.

After the speaking the floor was cleared for dancing, and ice cream and other refreshments were served later. The committee in charge of the affair was: J. B. Collins, chairman; Fred Wildman, Will Manner, Miss Mary Moore, and Miss Rosalia Grill.

LIBRARY OF CONGRESS

The monthly meeting of the Library of Congress Branch was held at the Library Monday afternoon, December 8, at 4.30. Reports of various com-

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mittees were heard, the most interesting of which was that of Mrs. Lilla A. Stebbins, chairman of the Subcommittee of the Recorder Service, one of the nineteen branches of the government clerical service. Much of the matter of the report has not yet been released for publication, but the committees of the clerical service are in agreement on a general wage scale. The recorders comprise a very large per cent of the total clerical force of the Government. The chairman of the committee for this branch of the service is Willis B. Magruder, of the Patent Office.

A general discussion of cooperative buying was held, especially as to the present situation regarding the smaller branches of the government service which are shut out of cooperation unless they all band together to form stores of their own independent of the larger departments. The sentiment seemed to be that the scope of the present cooperative establishments should be enlarged to take in all government employees who wish to join, and that cooperation should be interchangeable between the departments, enabling a member to buy at any of the stores. Incidentally, it was brought out that the cooperative stores of Denmark and England are open to the general public as well as to members.

The officers of the Library of Congress Branch, who were elected recently, are as follows: *President,* Henry S. Parsons; *Secretary,* J. C. Fitzpatrick; *Mediator,* C. K. Jones; *Guardian,* Robert Davis; *Representatives,* Mrs. Harriett King and Mr. J. B. Mulford; *Collectors,* Miss G. E. Hunter, Miss K. G. Collins, Miss Sarah Manypenny, Mrs. M. U. Nordstrom.

BRANCH ORGANIZATION FOR CIVIL SERVICE COMMISSION

A meeting of the employees of the Civil Service Commission was called for December 17, for the purpose of organizing a branch for that department of the service. This meeting was held too late to be reported in this issue, but details will be given next week.

CENSUS BUREAU TO ORGANIZE A BRANCH

Arrangements are being made to call together the members of the Union who work in the Census Bureau to effect a branch organization. The rapid expansion of this bureau indicates a large number of employees, many of whom should be initiated into the Union. An outline of the program for organization will be given at meetings held in various divisions of the Census, at which time all collectors and representatives of the Union are requested to give all possible aid to the organizer assigned. An election of branch officers is soon to take place, and a definite date and place of meeting will be announced later.

The Women's Unit of Local No. 2

The regular monthly meeting of the Women's Unit was held at Headquarters of Local No. 2 Tuesday evening, December 9, Miss Juliette S. Stebbins presiding. Discussion of the various things which should be included in a program of activities for the next few months occupied most of the evening. President John S. Beach, of Local No. 2, made a short address in reference to the work which could be done by the women looking toward the adoption of the report of the Reclassification Commission, and the assistance they could give the local in building a suitable home some time in the future. After some discussion a resolution was passed to concentrate the main efforts of the Union on the reclassification project. A committee on program, to report at the next meeting, making suggestions as to other things which should be taken up, was named by the chair as follows: Miss Katharine Fisher, Miss M. Ina Hancock, and Miss Sara P. Grogan.

A bill which has been introduced into Congress at the instance of members of the Woman's Party, the purpose of which is to take away the discretion which the appointive officers in the several government departments now have in regard to the choice between men and women to fill vacancies, was presented to the meeting by Miss Fisher. A resolution to request the legislative committee of the Union to ask for a hearing on the bill before the holidays was adopted.

The Women's Unit is assisting women in other vocations to organize and secure better wages and working conditions, and the chair was instructed to name two women to cooperate with committees from other labor organizations in waiting on employers in reference to matters affecting union women of any occupation.

The next meeting will be held the second Tuesday in January, at which time an executive committee will be elected. The following members have been placed in nomination: Miss Mary Anderson, Miss Edith Edes, Miss Sara Grogan, Miss Frances Osburn, Miss M. Ina Hancock, Miss Carrie Davis, and Miss Beatrice Bulla.

The British civil service employees have received a wage increase of 30 per cent.

War to the Knife Against Tuberculosis

BACK IN the old days when folks slept with their windows tightly closed, believing night air was dangerous, consumption was thought to be absolutely fatal. Our forefathers shook their heads, called it the will of God, and the unfortunate victim was left to his fate.

Science knows a lot more about the disease now than it did a couple of decades ago. There is no such morbid thought about the affliction today, for medical research has proven that tuberculosis is preventable and curable.

It blazons abroad the fact that much of the suffering caused by the disease is wholly unnecessary. Intelligent hygienic care of one's body and right living are the strongest factors in keeping this menace away from one's door.

But the hopeful aspect held out to the tuberculosis sufferer is one of modern medical science's chief contributions to humanity.

A verdict of tuberculosis from one's doctor does not imply a death warrant. It does mean, however, that a radical change in one's way of living must be made. "Chasing the Cure" means adopting Nature's own methods. It means abundance of pure air, sunlight, good food, rest, and a cheerful, contented mind, all under the supervision of a competent physician.

All these things can best be obtained in a well-conducted sanatorium. If it is impossible for the patient to go there, he should attend the nearest tuberculosis dispensary clinic regularly. If he cannot go to a special climate, and have comfortable and proper conditions to recover under he should go to the state, city or county tuberculosis hospital.

Public Health experts all over the country report an alarming amount of tuberculosis. It is claiming 150,000 lives yearly and over 1,200,000 persons in the United States are now victims of it.

Through the agency of the National Tuberculosis Association and the 1,000 local and state organizations affiliated with it, legislation which provides help in fighting the great white plague has been introduced into every state in the Union, during the last five years. This was the statement issued at the office of the National Tuberculosis Association in New York recently.

Laws have been passed providing for well-ventilated shops and factories, making better labor conditions, governing the hours of work and controlling the work done. There have

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also been health laws which define good health and make it an offense to fail to obey health laws.

Through these laws the detection of tuberculosis has been more thorough. It has been found that there is a great deal more tuberculosis than has ever been suspected.

These laws, according to the National Tuberculosis Association, have provided one of the strongest measures of defense against the disease and have aided in checking its wholesale ravages throughout the country. In order to make greater headway in fighting the plague, the Association has undertaken the sale of $6,500,000 worth of Christmas Seals.

Do your part in the fight by buying CHRISTMAS SEALS sold by the National Tuberculosis Association.

Navy Yard Employees, etc.

(*Continued from page* 1)

Industrial Manager to the Department to that effect. Thereafter heads of Departments will be held personally responsible for any violation of the provisions of references and of this circular letter, and if the facts in connection with any case of this character which may be brought to the Department's attention warrant, the officer responsible therefor will be made subject to court martial.

4. It is further directed that any employee who is assigned to work out of his rating, or any employee who shall become cognizant of another being assigned to work out of his rating, shall report the fact in writing to the head of his Department

5 It is directed that a copy of this circular letter be posted on all bulletin boards.

DEATH OF E. C. MCKELVEY

The following resolution was adopted by the Scientific and Technical Section at their last meeting:

WHEREAS, E. C. McKelvey was to many of us a close and helpful friend, and

WHEREAS, be had won our esteem as a fellow worker on the many problems which engross this section, participating in its work cheerfully and without stint, alive to its possibilities, able in the performance of its work; therefore, be it

Resolved, that the Board of Delegates, acting for the Scientific Technical Section, hereby records the deep sorrow which his untimely death occasions among his fellow members, and be it further

Resolved, that a copy of this resolution be forwarded to his family, that they may accept it as a token of the regard in which he was held by all.

Prof. Irving Fisher of Yale, in the course of a lecture given in this city recently, said that the failure of the Government to raise the salaries of its employees has caused the employees to pay an undue share of the cost of the war.

Doings Here and There in Washington

Five hundred and fifteen new members were added to Local No. 2 last month.

PRESIDENT STEWARD ON RECLASSIFICATION

In the course of his address to the Board of Representatives Friday evening, December 12, President Steward characterized the reclassification project as the most important thing that had happened in the history of the federal civil service. It is an effort to convert the public service into a business institution. Scientific reclassification will not only benefit the intelligent, capable employee, but will mean as much to the Government, even from a purely selfiish standpoint, as there is nothing in reclassification that is not a good business proposition for the Government.

Industrial democracy, wherein the worker has something to say as to the conditions under which he works, and the opportunity to use initiative, is one of the aims, and this has been found to be a paying proposition for the employer in the commercial world and will be in the federal service.

RESIGNATION OF DR. AGNEW

Dr. P. G. Agnew of the Bureau of Standards has tendered his resignation to take effect the first of the year and will go to New York City as Executive Secretary of the American Engineering Standards Committee. Dr. Agnew was formedly second vice-president of Local No. 2 and vice-president of the Bureau of Standards Branch. He was the first secretary of the Scientific and Technical Section from the Executive Committee of which he has just resigned. His departure is a matter of regret to his associates and to members of No. 2 in general.

HONEST GOODS CAMPAIGN

Dr. Lyman F. Kebler of the Department of Agriculture has been named by the executive committee of Local No. 2 to head a committee to draft a program whereby the sale of goods under misleading names may be exposed. The purpose is to secure protection for the members of the Union and others from misrepresentations on the part of manufacturers or retailers who put articles on the market under names indicating that they contain materials or ingredients that they do not contain.

The officers of the Allotment and Allowance Association, a mutual benefit organization of the War Risk, have resigned and have asked the Chief of Personnel to take over the clubhouse which has been maintained by the Association for the convenience of members and their friends.

The Allotment and Allowance Association was organized in the fall of 1918 for the purpose of caring for those in that Division who were ill or in need of financial assistance. Dues of 50 cents a month were collected, and the money was expended in furnishing nursing and medical attention through the "flu" epidemic, in sending the bodies of deceased war workers to their homes, and in assisting all who were in need of help. The fund was augmented by individual donations running as high as $50. Many of the members gave their time freely in looking after the sick. A three-story club house at 2100 Massachusetts Avenue was maintained for social affairs.

The Allotment and Allowance Division, which once had a personnel of more than 3,000, has now practically passed out of existence, and it is proposed to carry on the work under the direction of the Personnel Chief. Larger and more centrally located quarters will probably be rented for a clubhouse.

Several branches of the Zone Finance Department are working eight hours a day. The Adjutant General's Department is working seven and a half hours, as is also the War Risk, where heavy reductions in personnel are being made, lack of work being assigned as the reason. Overtime in these departments is to continue indefinitely. One of our members in the Adjutant General's Office reports that in the last twenty-one years there has not been a month during which he has not worked overtime.

Employees of the Selective Service Record Branch of the Adjutant General's Office are organized into a Mutual Welfare Association of 250 members. One of the temporary government buildings is used as a clubhouse, where dances and other social functions are held two or three times a week. A loan feature is maintained from dues of twenty-five cents a month.

An occasional "social" like the one given by the Commerce Branch recently will help liven up things and keep members interested in the Union.

When you write to the president or other officers of the Union please do not do so anonymously. All communications are held strictly confidential if the writer so requests, and you run no risk in signing your communication. Anonymous letters will receive no consideration.

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From the

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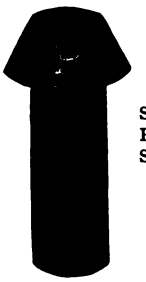

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